

EVALUATION OF TRAINING OF RURAL
YOUTH FOR SELF-EMPLOYMENT (TRYSEM)
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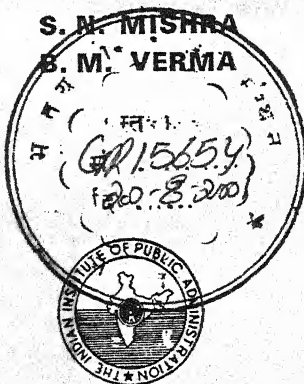
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**EVALUATION
OF
TRAINING OF RURAL YOUTH
FOR
SELF-EMPLOYMENT (TRYSEM)
IN
RAJASTHAN**

**(A Case Study of Dholpur and Rajakhera
Blocks in the District of Bharatpur)**



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FOREWORD

The national development plans of most of the Asian countries are now focusing increasingly on integrated programmes of rural development. Integrated rural development, as currently interpreted, is a very wide concept which includes not only increased productivity, particularly agricultural productivity, but also increased and more diversified rural employment to generate higher incomes for the rural poor, as well as the provision of minimum acceptable standards of shelter, education and health in rural areas.

This is a vast field and a wide variety of government officials and private persons are required to effectively implement programmes and projects of rural development, particularly, the programmes especially designed to generate rural employment among unemployed youths.

In the framework of planned economic development of the country, rural development has acquired an important place on the agenda of development strategies of the nation. During the current years much emphasis has been laid on developing all the three sectors—primary, secondary and tertiary—in rural areas. This is reflected in the national budgetary allocations. Our past experience with planning and development provides new insights to experts, administrators and policy makers. Such experiences need to be analysed and interpreted. The present book "Evaluation of Training of Rural Youth for Self-Employment in Rajasthan" by Dr. S.N. Mishra and Dr. B.M. Verma embodies the result of study and analysis of recently introduced programmes and is a refreshing addition to the literature on the subject of rural development.

TRYSEM scheme was introduced by the Ministry of Rural Reconstruction, Government of India, in August 1979 and IIPA was quick enough to sponsor an evaluation study at its own to go into the evaluation of usefulness of the scheme in its early stage and the impact which it leaves on

target groups. Dr. S.N. Mishra assisted by Dr. B.M. Verma was assigned this task and the State of Rajasthan was selected for this impact study on TRYSEM.

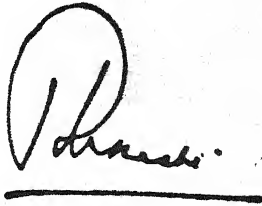
The main objectives of the present study, according to the authors, were to examine an overall impact of the scheme on the target group and their perception of the scheme, the motivation of officials, particularly, with regard to successful implementation of the scheme, the perception of the trainers and community leaders with regard to in-training and post-training facilities and an overall usefulness of the scheme for rural areas and finally to locate the bottlenecks, which come in the way of successful implementation of the scheme and how to remove them, etc.

Dr. Mishra and Dr. Verma have successfully conducted the study which throws light on an important problem of public concern. While explaining the findings of the study, they have rightly observed that any new scheme launched for improving the socio-economic conditions of the poorest of the poor requires the real change of heart of traditionally high and dominant section of the rural society. At the same time it also requires tremendous and continuous effort on the part of local level bureaucracy to protect the interests of down-trodden section of our rural society and see to it that benefits of developmental schemes percolate up to them, for whom the programme has especially been designed.

Since it is a new and on-going scheme its implementation needs to be watched in the years to come. However, if the suggestions put forward by the authors in the concluding chapter are taken into account by planners, practitioners, administrators and voluntary organisations, there is no doubt that the scheme would succeed and certainly the problem of unemployment among rural youths would be solved to a great extent in the years to come.

Although it is a micro study of two blocks—Dholpur and Rajakhara—of Bharatpur district of the State of Rajasthan, the conclusions would appear to have validity for the different areas of the country. A welcome addition to the literature on rural development, Dr. Mishra and Dr. Verma have done well to focus specially on the problems of rural unemployment and the factors which help or hinder in

successful implementation of government programmes meant for the removal of unemployment from rural areas.

A handwritten signature in dark ink, appearing to read 'P. Dubhashi', is written over a horizontal line.

(P.R. DUBHASHI)

Director

NEW DELHI
SEPTEMBER 5, 1982

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PREFACE

The overwhelming majority of the population of Asia, India is no exception, lives in rural areas and the problem of rural poverty and unemployment are causing grave concern to the governments of Asian countries. Hence most of them are giving special attention to the implementation of integrated rural development programmes. The task of implementation is complex and requires a multi-disciplinary approach. It also requires a nationwide mobilization of relevant talent, energy, and resources both human and material. The management issues involved in the implementation of IRD programmes, therefore, tend to be complicated and the results of rural development programmes in Asian countries, in many cases, have fallen short of expectation.

In coping with rural poverty and unemployment, the Governments have organised a wide range of rural development programmes and projects. In fact, we have known fairly well what Governments ought to do for rural development. However, how one can successfully implement such programmes and projects within the given social, political and administrative constraints of rural communities, has little been discussed. It is in this context that the concept of Integrated Rural Development should be viewed, looking at both the planning and implementation of rural development policies as an integrated system.

Compared to other Asian countries the percentage of rural population dependent on agriculture in India is quite high. As a result, the land is overburdened and productivity per person is dismally low. This is one of the reasons why a large number of families in the rural areas are still below the poverty line.

The Government of India has taken several measures to launch a direct attack on poverty. The Integrated Rural Development Programme is one such attempt towards the

alleviation of poverty among the target groups of small and marginal farmers, agricultural labourers and rural artisans. Recent innovations like creating a new component of industries, services and business/trade in the IRDP and starting of the scheme of Training of Rural Youth for Self-Employment (TRYSEM) are indications of this realization that the development of secondary and tertiary sectors is the prime need of the rural areas now.

The national scheme of Training of Rural Youth for Self-Employment (TRYSEM) was launched on August 15, 1979 with the principal objective of the removal of unemployment among rural youth. The main thrust of this scheme is on equipping rural youth with necessary skills and technology to enable them to seek self-employment under the scheme. It is proposed to train about 2 lakh rural youth in the country every year in various skills. Apart from institutional training, training is being given through local serving and industrial units, master craftsmen, artisans, etc.

In effect, TRYSEM now becomes an integral part of the IRD programme and constitutes that part of it which concerns the training of rural youth between ages 18-35 for self-employment avocations.

The present volume is the outcome of an evaluation project on TRYSEM in Rajasthan sponsored by Indian Institute of Public Administration. The value of the volume lies in the fact that this is the first attempt in this direction in whole of the country and we hope, it will certainly help the researchers interested in the field of rural development.

The volume is divided in total nine chapters. The first chapter as usual deals with introductory aspect of the study, i.e., meaning and significance of the scheme, objectives of the study and methodological aspect. The second chapter provides details about the district and blocks studied. Rural development organisation and management has been dealt with in the third chapter. Chapters IV to VIII deal with the operational aspects of the scheme, i.e., how the beneficiaries of the scheme and trades for training purpose are identified, how the target groups, trainers, community leaders and officials perceive about the objectives of the scheme, how the training programmes are conducted and whether they are

perfect or require some improvement, what sort of post-training facilities are available to the target groups after completion of their training, what practical limitations are noticed in course of implementation of the scheme and what are the way and means to improve them, etc.

In the last chapter we have tried to present the real picture of the scheme operating in the selected areas, based on our personal observation of the field. In final analysis we have tried to put forward some suggestions for the future and better implementation of the scheme.

At the end we have provided some appendices for the benefit of future researchers. Most of them relate to district profile. After the completion of this study, in recent months, certain changes with regard to stipend, duration of courses and other related aspects, have been brought about by the Ministry of Rural Reconstruction, Government of India as such we thought it proper to provide them some place in the form of appendices so that the readers should get the latest information about the scheme.

In course of completion of this study, we received immense help and cooperation from different sources. We would like to record our deepest sense of gratitude to them.

As a matter of fact this study could not have taken the present shape, had our former Director (presently Secretary, Ministry of Home Affairs, Government of India) Shri T.N. Chaturvedi, IAS, not taken keen interest. Right from the inception till the completion of the study, he was the moving source of inspiration. We are so much indebted to him that words fail us to express our feelings and sense of gratitude.

Equally indebted we are to our present Director Shri P.R. Dubhashi, IAS, who not only sanctioned the money for its publication but carefully went through the entire manuscript and provided some valuable suggestions to make the study more meaningful.

We are thankful to the officials of Department of Special Scheme, Government of Rajasthan for their valuable cooperation. The district and block officials deserve our special thanks for the help and cooperation extended to us during the course of field work.

We shall be failing in our duty if we do not record our

sincere thanks to respondents who readily spared their valuable time to answer our printed questionnaires. Our sincere thanks are also due to some of our faculty members particularly, Prof. A.P. Barnabas, Prof. Kamta Prasad and Sri Gangadhar Jha, who readily made their valuable advice available to us at the different stages of the study.

Special mention may be made of Shri N. R. Gopalakrishnan, Assistant Editor, IIPA, and his colleagues in the Publications Section who, with considerable diligence, processed this volume in the press.

Lastly, we would like to record our appreciations for Miss Nirmala Kumari, who typed the old pages of manuscript with skill and sincerity.

NEW DELHI
JULY 12, 1982

S.N. MISHRA
B.M. VERMA

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INTRODUCTION

It is almost an accepted fact that progress in economic growth of our country can be achieved only by maximising the benefits from our resource endowments. The most important asset of our country is its vast human resource. Our ultimate success in reducing poverty and promoting economic prosperity thus depends much upon the mobilization of human resources for development. This in turn depends to a considerable extent on the skills and management capabilities present in the population. Therefore, since independence, priority has been given to the development of infrastructure for education and training. As a result, we now have the third largest trained technical manpower in the world. While various plan projects will enhance opportunities for wage employment to a considerable extent, a large proportion of the population will have to depend on self-employment for earning a living. Because of our rich natural resources, particularly in the agricultural sector, there is a large untapped potential for creating opportunities for gainful self-employment.

The Ministry of Rural Reconstruction now carries the responsibility of employment generation in the rural areas. A number of programmes have been formulated to this effect. A serious attempt has been made to develop a total strategy for achieving full employment in the rural areas.

For the purpose of evolving a suitable strategy to be followed to provide full employment in the rural areas, the rural society could be broadly divided into three distinct segments :

- (i) the large unskilled manpower below the poverty line;
- (ii) semi-educated and educated persons below the poverty line; and

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- (iii) educated unemployed though of families above the poverty line.¹

For each category, a separate programme has been drawn up in order to generate employment opportunities in the rural areas.

For the first category consisting of those who are capable of putting in manual labour only and urgently need two square meals, the erstwhile food for work programme, now replaced by the national rural employment programme is the ready answer. The programme has three basic objectives which are as follows :

- (i) generation of additional gainful employment for the unemployed and under-employed persons, both men and women in the rural areas;
- (ii) creation of durable community assets for strengthening the rural infrastructure, which will lead to rapid growth of rural economy and steady rise in the income levels of the rural poor; and
- (iii) improvement in the nutritional status and the living standards of the rural poor.

All on-going plan and non-plan schemes as well as new items of work which result in the creation of durable community assets in the rural area will be covered under this programme, such as medium and minor irrigation work, flood protection, drainage and anti-water logging work, soil and water conservation, land reclamation, afforestation and social forestry work, construction of field channels and land-levelling, rural roads, school buildings, panchayat ghars, etc. In the execution of the programme, preference will be given to the ecologically and economically backward areas, particularly the areas predominantly inhabited by the scheduled castes and scheduled tribes. The state governments will prepare schemes projects as a continuous process, sufficiently dispersed for such districts/blocks so that the felt

¹Report 1980-81, Government of India, Ministry of Rural Reconstruction, New Delhi, p. 15.

needs of the rural community, particularly of the economically and socially handicapped, are met on a planned basis. The overall objective will be the systematic development of the rural infrastructure through proper utilization of local resources. This programme will serve as the main instrument for providing employment to 1,000 poor families in each developing block every year.²

The integrated rural development programme provides opportunities of employment to the second category of the rural population. The programme has already been extended to all the 5,011 development blocks of the country with effect from October 2, 1980. The objective is to cover at least 600 families in each block in a year. Of them approximately, 400 families would be covered through agriculture and related activities, 100 through village and cottage industries, and another 100 would be assisted in the services sector.

The national scheme of training of rural youth for self-employment (TRYSEM) was launched on August 15, 1979 with the principal objective of removal of unemployment among rural youth. The main thrust of this scheme is on equipping rural youth with necessary skills and technology to enable them to seek self-employment under the scheme. It is proposed to train about 2 lakh rural youth in the country every year in various skills. Apart from institutional training, training would be given through local serving and industrial units, master-craftsmen, artisans, etc. Under this scheme, during the year 1979-80 and 1980-81, 93,018 trainees in various trades like tailoring, electrical fittings, *kasidakari*, welding, *mudda* making, carpet making, cycle repair, etc., are being benefited. Out of these 9,266 youth have become self-employed.

For the third category, a scheme has been prepared for the educated unemployed belonging to the rural families, not below the poverty line, which is at present under the consideration of the Planning Commission. This scheme will cover all the development blocks in the country uniformly. For each block, 50 educated youth per year will be selected

²Report 1980-81, *op. cit.*, p. 16.

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in the age group 18-35 years from among those who have passed at least matriculation or an equivalent examination. The scheme provides a short term training course not exceeding six months in technical skills relevant for rural areas, facilities of tools and equipments, finance, raw materials, and marketing of finished goods. A proper mechanism for vocational guidance and counselling services to the students in the schools and colleges is also being developed under the scheme. On completion of the training, margin/seed money up to a maximum of Rs. 5,000 would be advanced as loan from government to settle the trained youth in projects of self-employment.

Having thus spelt out the three schemes introduced for an all round development of the rural area, as also for solving the gigantic problem of unemployment among the rural educated, semi-educated and uneducated youth, let us now examine the different details of the TRYSEM scheme.

The national scheme of training of rural youth for self-employment (TRYSEM) was initiated with the main objective of removal of unemployment among youth. The principal thrust of the scheme is on equipping rural youth with necessary skills and technology to enable them to take to avocations of self-employment. Initially, it was proposed to train about 2 lakh rural youths every year in various skills both in IRD and non-IRD areas. At that time the funds for IRD areas were being taken from the normal IRD allocations and separate funds were being provided for non-IRD areas. With the extension of the IRD programme to cover all the blocks in the country, the distinction between IRD and non-IRD areas has ceased.³ In operational terms, this distinction actually ceased to operate from April 1, 1981. That part of TRYSEM which related to recurring expenditure on non-IRD areas is, therefore, not projected separately in this study.

In effect, therefore, TRYSEM now becomes an integral part of the IRD programme and constitutes that part of it which concerns the training of rural youth between ages

³The difference between IRD and Non-IRD blocks was removed from April 1, 1981. However, at the time of the survey for the present study, the difference between the two existed.

18-35 for self-employment avocations.

The strategy for training of youth is that all modes of training are accepted. Apart from institutional training, training can also be given through local servicing and industrial units, master craftsmen, artisans and skilled workers.

During the course of training, the following financial assistance is permissible:

- (a) a stipend up to Rs. 100 per trainee per month;
- (b) training expenses up to Rs. 50 per trainee per month to be given to the trainer;
- (c) a reward of Rs. 50 per trainee per course, only in the case of individual master craftsmen/trainers; and
- (d) a sum of Rs. 100 for raw materials per trainee for the course.

During the course of training, the trainees are helped to prepare project reports, which are converted into bankable schemes. They are helped to apply for bank loans and subsidies. Subsidies throughout the country are on the IRD pattern and have a maximum limit of Rs. 3,000 per trainee.

The entire expenditure on the scheme is shared on 50 : 50 basis by the centre and the states. A sum of Rs. 72.57 lakhs was released to different states and Union territories during 1979-80 and an amount of Rs. 3.39 lakhs has been released up to December 31, 1980, during 1980-81. This represents the Central Government's share for implementation of TRYSEM in non-IRD blocks.⁴

An important component of the TRYSEM scheme is its provision for strengthening of existing training infrastructure. The scheme permits such strengthening in the shape of construction of hostels and dormitories, classroom and workshop accommodation, training equipment and aids, etc. A central project steering committee has been constituted for approval of proposals received. An amount of Rs. 1,38,77,500 was released to various institutions during 1979-80. A sum of Rs. 17,23,700 has been released up to

⁴*Report 1980-81, op. cit.*, p. 23.

December 31, 1980 during the current financial year.⁵

Training of rural women for productive vocations has not been given proper attention in the past. One of the steps, which is being taken under TRYSEM, is the strengthening of one training institution in each state for training of rural women.

It may be mentioned here that even after the extension of the IRD programme to the blocks, TRYSEM will continue as separate scheme with separate financial allocation so as to strengthen the training infrastructure.

In order to create consciousness among all the implementing agencies, two national seminars on TRYSEM and Rural Industrialisation were held in July and September, 1980 at the NIRD, Hyderabad. Several important and significant recommendations were made at these seminars. These related to matters such as inter-institutional coordination, linkages among the programmes of different agencies, modalities for selection of beneficiaries, identification of opportunities, vocational guidance and counselling, training curriculum and methodology, development of a supply system for raw materials, transfer of technology, formulation of projects, development of tertiary sector and policy support to the rural industries sector.⁶

The most important part of the training programme is the identification of various fields and sectors of activity where there is considerable scope for gainful self-employment. This is best done at the district/block level, since any identification of the course of training would have to be related to the local needs and potentialities. State government may develop a suitable mechanism of: (a) identification of opportunities for gainful self-employment in different blocks, and (b) linking up the training programme with post-training services including credit and marketing.

The implementation of the scheme requires a clear-cut delegation of powers to district and block level. It is therefore, suggested that all matters of detailed operations, like conducting of base line surveys, identification and

⁵Report 1980-81, *op. cit.*, p. 24.

⁶*Ibid.*, p. 25.

sponsoring of trainees, sanctioning of stipend, payment of training costs and subsidies, etc., should be handled by the BDOs. They should also establish an active contact with the trained persons and coordinate the efforts in helping them to settle down in the selected trade or activity.

In the detailed framework of the TRYSEM scheme the essential steps involved are:

- (i) Careful identification of opportunities for gainful self-employment based on an economic analysis of the developmental assets and liabilities of each block;
- (ii) Designing programmes which will help to impart the requisite skills, and identification of institutions which can impart such training on the principle of 'Learning and Doing';
- (iii) Organisation of post-training services such as subsidy, credit and marketing arrangements; and
- (iv) Organisation of training programmes in such a manner that the training institution serves the need for continuing education of the trainee and acts like an umbilical cord between the training institution and the trainee.⁷

OBJECTIVES OF THE STUDY

The purpose of this evaluation study was to identify bottlenecks in the implementation of the scheme and orient the programme of TRYSEM in such a way that these bottlenecks are eliminated and the scheme implemented effectively. This evaluation study is an attempt on examining as to how the objectives of the programme are being achieved. Since the organisation of training facilities including the infrastructure for training institutions and organisations responsible for credit marketing and other services are of vital importance for the successful operation of the scheme, it was, therefore, desirable to research into the requirements of

⁷M.S. Swaminathan, *TRYSEM—National Scheme of Training of Rural Youth for Self-Employment*, Government of India, Ministry of Rural Reconstruction, New Delhi, 1979, pp. i-ii.

skilled manpower related to the local needs and potentialities of the area. The effort was on identifying the factors that helped or hindered the successful implementation of the programme and further suggesting the ways and means of successfully implementing the programme in future, keeping in view the potentialities of trainees and local needs in terms of industrialisation of rural areas and potential marketing facilities.

The present evaluation study addressed itself to some sensitive but important aspects as to how to identify beneficiaries, potentialities of different trades, assessment of training institutions and designing training programmes. It also attempted to study the administrative aspects such as coordination and delegation of authority, channels of communication, role of expert groups and organisation of post-training services such as credit, raw materials and marketing facilities. Broadly speaking, the objectives of the present study were as follows:

- (a) whether the instructions on TRYSEM have been sent in detail to all the implementation agencies;
- (b) whether the correct type of persons had been identified and selected under TRYSEM;
- (c) what attitude the beneficiaries had towards self-employment;
- (d) whether the type of trades that had been selected were suitable for the area in question;
- (e) whether the institutions imparting the training were well equipped and galvanized so as to take up short duration courses with an accent on self-employment;
- (f) preparatory work done by the officials and non-officials before selecting the trade;
- (g) whether the project reports had been prepared for each trainee during the course of training itself;
- (h) whether supporting services like credit, raw materials and marketing services had been organised; and
- (i) what were the experiences with regard to sanctioning the loans, subsidies, purchase of equipment, organisation of raw materials and marketing, etc.

METHODOLOGY AND FIELD WORK

The present study is based upon the methods of survey research and has one district (Bharatpur) of Rajasthan as its universe. The said district was selected in close consultation with the state level functionaries, Secretary, Special Schemes, Government of Rajasthan and Director, Special Schemes, Rajasthan keeping in view the progress made so far with regard to TRYSEM scheme. Since it was a micro study, to make it more representative and more meaningful two blocks—Dholpur and Rajakhhera, the first IRD block and the second non-IRD block, of Bharatpur district were selected for survey purpose. It is proper to make it clear, here, that at the time of survey two categories of blocks—IRD and non-IRD—existed and as such one IRD, Dholpur block, and another non-IRD, Rajakhhera block, were selected in close consultation with the district level officials, district collector and the project director, for this study. Thus our sample includes one district (Bharatpur) and two blocks (Dholpur and Rajakhhera) of Rajasthan.

This study is based upon the collection of data both through primary and secondary sources. Interviews and discussions, apart from the study of documents and official records, formed part of the methodological aspect of the study. Information were also collected from officials, non-officials, expert groups; voluntary organisations and other agencies, involved in different rural development schemes at district, block and village levels, with the help of structured and guided interview schedules. For this purpose, four different sets of interview schedules, *i.e.*, for officials, community leaders, trainers and trainees were structured and served upon them during the course of field visit. For studying the organisational base and administrative structure, necessary data were collected from field level functionaries, training institutions and other organisations responsible for credit, marketing and other services.

Our sample comprised of those rural youths who had either already been trained or were receiving training in different trades under TRYSEM scheme. At the time of survey, altogether 123 youths were identified as the beneficiaries

of the scheme. The blockwise break up is Dholpur—84 and Rajakhhera—39. Out of 84 beneficiaries of Dholpur block, 30 and out of 39 beneficiaries of Rajakhhera block, 16 were selected for the interview purpose on the basis of purposive sampling. Again out of 46 selected beneficiaries for interview purpose, 13 youths had already completed their training and 33 were going under training in different trades. The blockwise break up is: Dholpur-trained 10 and under training 20 and Rajakhhera-trained 3 and under training 13 respectively. We selected two categories of beneficiaries—trained and under training—only to compare the perception and reactions of these two sets of beneficiaries about the usefulness of the scheme.

Apart from the identified youths for the purpose of this study, our sample also included the officials of district and block level numbering 16, community leaders (who used to occupy formal position at the panchayat, panchayat samitis and zila parishads) numbering 20 and the trainers numbering 14. The total number of sample was 96 from all the four categories mentioned above. In the course of field work, training facilities including building, equipment and training methods and interest and motivation of trainees and trainers were also observed.

The field work was completed in three phases: (i) discussion and interview with state government officials with regard to selection of the district for this study which lasted for a week, *i.e.*, from February 4, 1981 to February 11, 1981; (ii) discussion and interview with district level officials in connection with selection of blocks and other allied matters like implementation of scheme, training and post-training facilities—lasting for ten days, *i.e.*, from February 12, 1981 to February 22, 1981; and (iii) study at block level which included serving of questionnaire schedules and gathering information from informal sources such as visiting the training centres and places of officials, community leaders, trainers and trainees. It lasted for a month, *i.e.*, from February 23, 1981 to March 23, 1981. As such the field work was completed within two months.

Apart from the schedule and observation technique, we elicited much information through informal conversations.

By staying at block headquarters and training centres and developing friendly relations with persons concerned with the study we got sufficient opportunity to have frank informal conversations individually or in group. This technique proved very useful in understanding the relationship pattern and some 'inner stories' not usually told during formal interview.

A lot of inconvenience was faced during the survey. First, it was difficult to get hold of the block officials and community leaders for interview. Secondly, much time was devoted in establishing the rapport. It was but natural because it was difficult to get correct information and frank opinion of the respondents without winning their confidence through informal contacts. Thirdly, there was a tendency among some of the official respondents to hide facts and to treat some files confidential enough to be put before an outsider. However, these difficulties were overcome by developing friendly relations with persons concerned. Fourthly, for some time over engagement of district and block officials put a great obstacle in the field work. These limitations did not hinder the research team in collecting the necessary data. However, a longer time was taken than was anticipated.

Though the present study covers two blocks of Bharatpur district of Rajasthan, instead of giving a comparative picture of the achievements and limitations of the scheme, a composite picture is presented due to some limitations. First, it was a new scheme and very little work had been done in the direction of the implementation of the scheme. Secondly, in Rajakhera block the implementation of the scheme was started very late. Thirdly, the number of beneficiaries was so limited that a comparative analysis of success of the scheme was almost impossible. Finally, the perception of the respondents towards usefulness of the scheme did not vary substantially. As such instead of presenting a comparative picture we preferred for a composite picture. However, we do believe that even this composite picture would bring home the facts, which were expected from this study. □

THE DISTRICT PROFILE*

Before going into the different details of this evaluation study, we propose to present a demographic picture of the area under study. As stated earlier, in the previous chapter, the present study evaluates the "National Scheme of Training of Rural Youth for Self-Employment" in Bharatpur district of Rajasthan state. We give below a profile of the district and the blocks studied.

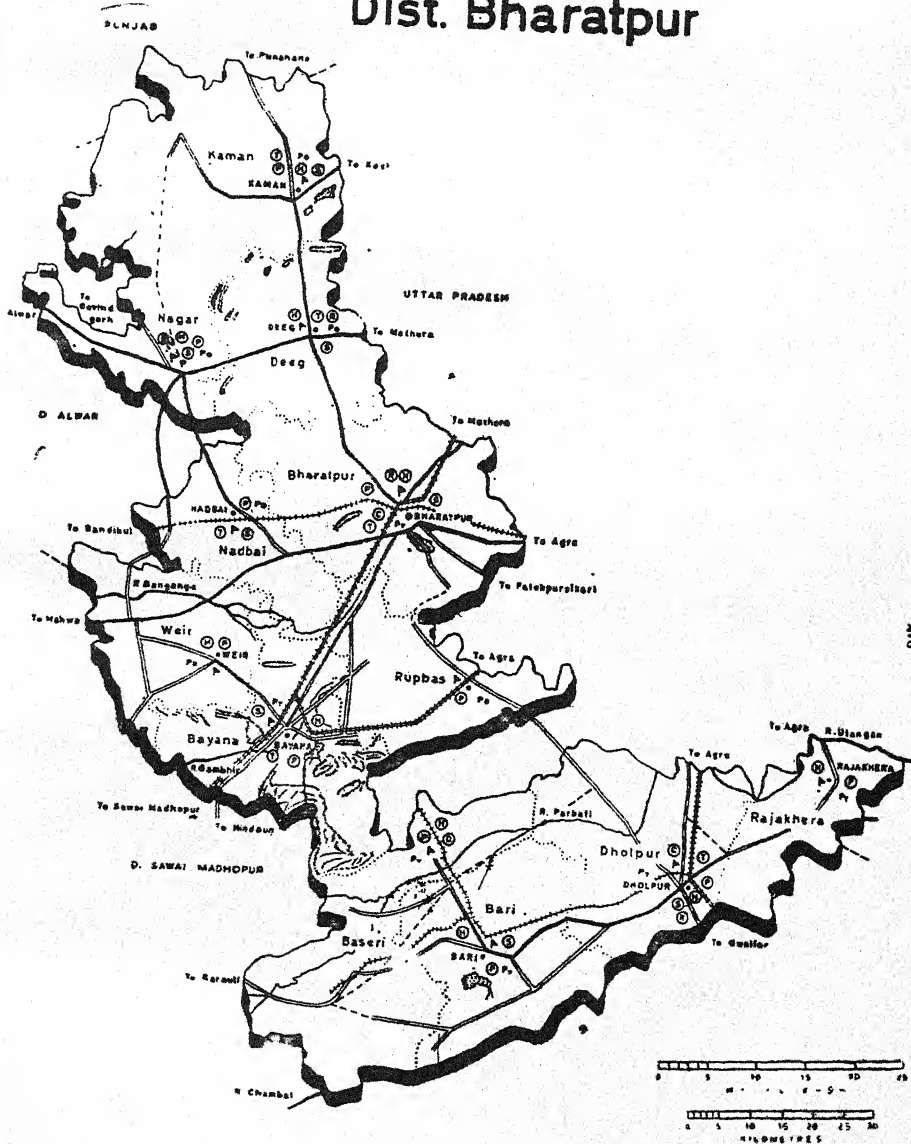
DISTRIBUTION OF POPULATION

Bharatpur district, according to the census of 1971, has a population of 1,490,206 persons which comes to about 5.78 per cent of the total population of Rajasthan. The district with its 80,930 sq. km. of area covers 12.36 per cent of the total area of the state. The population density accordingly comes to 184 persons per sq. km. Bharatpur, Deeg and Kaman tehsils and particularly the urban areas of the various tehsils have high diversities. Table 2.1 provides the area, population and density of the district and its various tehsils by total, rural and urban areas separately.

Table 2.1 shows that as many as 1,285,111 persons live in urban centres. The proportion of urban population to the total population of the district is, thus 13.76 per cent. Twelve tehsils, namely, Bharatput, Dholpur, Kaman, Weir, Bayana, Rupbas, Deeg, Nagar, Baseri, Bari, Nadbai and Rajakhera (arranged according to their population size) together make up the district of these the first three tehsils together constitute 40.60 per cent of the district population. The tehsilwise break up is—Bharatpur 17.18 per cent, Dholpur 13.48 per cent and Kaman 9.94 per cent. Other tehsils—

* *District Census Handbook, Bharatpur, Rajasthan, 1971.*

Dist. Bharatpur



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TABLE 2.1 TEHSILWISE DISTRIBUTION OF POPULATION, AREA AND DENSITY

<i>District/Tehsil</i>	<i>Total Rural Urban</i>	<i>Area in sq. km.</i>	<i>Population</i>	<i>Density per sq. km.</i>
(1)	(2)	(3)	(4)	(5)
Bharatpur District	T R U	8,093.0 7,942.7 150.3	1,490,206 1,285,111 205,095	184 162 1,364
1. Kaman Tehsil	T R U	722.3 697.3 25.9	148,161 132,407 15,754	205 190 670
2. Nagar Tehsil	T R U	468.3 468.3 —	97,442 97,442 —	208 208 —
3. Deeg Tehsil	T R U	501.1 490.7 10.4	103,957 81,690 22,267	207 166 2,149
4. Nadbai Tehsil	T R U	446.7 431.8 14.9	90,390 81,601 8,789	202 189 589
5. Bharatpur Tehsil	T R U	954.8 931.4 23.4	256,008 186,106 69,902	268 200 2,985
6. Weir Tehsil	T R U	613.9 597.5 16.4	117,060 108,212 8,848	191 181 538
7. Bayana Tehsil	T R U	804.0 795.0 9.0	111,884 96,439 15,445	13 121 1,724
8. Rupbas Tehsil	T R U	549.1 540.1 —	105,649 105,649 —	192 192 —
9. Baseri Tehsil	T R U	997.8 997.8 —	94,828 94,828 —	95 95 —
10. Bari Tehsil	T R U	808.8 795.5 13.3	94,206 74,957 19,249	116 94 1,452
11. Dholpur Tehsil	T R U	815.4 807.2 8.2	200,909 169,044 31,865	246 209 3,881
12. Rajakhhera Tehsil	T R U	387.3 358.5 28.8	69,712 59,736 12,976	180 158 450

Weir, Bayana, Rupbas, Deeg, Nagar and Baseri account for 7.86, 7.57, 7.09, 6.97, 6.54, and 3.36 per cent respectively. Of the remaining tehsils Bari constitutes 6.32 per cent, Nadbai 6.07 per cent and Rajakhhera 4.68 per cent of the total population of the district.

Rural population of the district, according to the census of 1971, is constituted by Bharatpur tehsil which contributes 14.48 per cent of the total rural population. Dholpur accounts for 13.15 per cent, Kaman 10.30 per cent, Weir 8.42 per cent and Rupbas 8.22 per cent of the total rural population of the district tehsils of Nagar, Bayana, Baseri, Deeg and Nadbai account for 7.58; 7.51; 7.38; 6.36 and 6.35 per cent of the district's rural population respectively. The remaining is contributed by Bari (5.83%) and Rajakhhera (4.42%). While tehsils Nagar and Baseri have no urban centre each, Bharatpur contributes 34.08 per cent to the district urban population followed by Dholpur contributing 15.54 per cent. The contribution of tehsils of Deeg, Bari, Kaman, Bayana and Rajakhhera to the total urban population of the district is 10.86; 9.38; 7.68; 7.53; and 6.33 per cent respectively. The remaining tehsils of Weir and Nadbai account for only 4.31 and 4.29 per cent respectively.

SEX RATIO

As against the ratio of 911 females per thousand males for the Rajasthan state there are 840 females per thousand males in the Bharatpur district. Similar sex ratio is observed in the rural areas of the district, but it is slightly low in the urban areas as there are 837 females per thousand males.

Down at the tehsil level the sex ratio varies from 793 in Baseri tehsil to 892 in Kaman tehsil. While the rural areas of various tehsils have sex ratios ranging from 790 in Bari tehsil to 894 in Kaman tehsil, rather low variations in the sex ratios are observed in the urban areas of the tehsils which range from 817 in Bharatpur tehsil to 881 in Weir tehsil.

SCHEDULED CASTES AND SCHEDULED TRIBES

Scheduled castes comprise 20.89 per cent of the total

population of the district. The percentage of such population to the total in rural areas is 21.14 while in urban areas it is 19.31. The population of scheduled tribes in the district is rare and only 2.96 per cent of the total population of the district belongs to such communities. The proportion of tribal population in rural areas of the district is 3.34 per cent while in urban areas it is only 0.52 per cent of the district's urban population.

The percentage of scheduled castes for the total areas of the various tehsils ranges from 12.27 per cent in Kaman tehsil to 25.80 per cent in Bayana tehsil. In rural areas of the tehsils, it varies from 11.81 per cent in Kaman tehsil to 26.17 in Weir tehsil and in case of urban areas it ranges from 15.57 per cent in Dholpur tehsil to 26.24 per cent in Deeg tehsil. The percentage of scheduled tribes in the various tehsils for the total areas, varies from 0.04 per cent in Dholpur tehsil to 13.68 per cent in Baseri tehsil, the proportion of Rajakhera tehsil being negligible. In case of rural areas of the various tehsils, the proportion of tribal population ranges from 0.01 per cent in Dholpur tehsil to 13.68 per cent in Baseri tehsil excluding Rajakhera tehsil where the proportion of such population is negligible. In the urban areas of the various tehsils the percentage of scheduled tribes ranges from 0.01 per cent in Rajakhera tehsil to 3.40 per cent in Kaman tehsil.

A total population of 311,305 persons of the scheduled castes lives in this district of which 271,697 persons reside in the rural areas and only 39,608 persons in the urban centres of the district. There are 44,037 persons of the scheduled tribes residing in the district of which as many as 42,948 persons live in the rural areas while 1,089 persons are found in the urban areas of the district.

The largest contribution to the scheduled caste population is made by Bharatpur tehsil (18.21%) followed by Dholpur tehsil (11.87%). Tehsils of Weir, Bayana, Rupbas, Deeg and Bari contribute 9.01, 2.27, 8.34, 6.96, and 6.82 per cent respectively to such population. Of the remaining tehsils, Nadbai accounts for 6.80 per cent, Baseri 6.48 per cent, Kaman 5.84 per cent, Nagar 5.54 per cent and Rajakhera 4.26 per cent. Majority of the scheduled caste

population lives in the rural areas of the tehsil and the proportion contributed by various tehsil varies from 4.12 per cent in Rajakhera tehsil to 16.13 per cent in Bharatpur tehsil. 32.49 per cent of the urban scheduled castes population is contributed by Bharatpur tehsil followed by Deeg tehsil (14.75%). The contribution of Dholpur, Bayana, Bari and Kaman tehsils is 12.52, 9.95, 9.23 and 6.42 per cent respectively. Of the remaining tehsils, Nadbai accounts for 5.38 per cent, Rajakhera 5.20 per cent and Weir 4.06 per cent. 68.55 per cent of the scheduled tribes population of the district is made up by three tehsils, namely, Baseri (29.46%), Weir (22.70%) and Bari (16.30%). The percentage contribution of the remaining tehsils ranges from 0.01 per cent in Rajakhera tehsil to 8.91 per cent in Bharatpur tehsil. The bulk of the tribal population is found in the rural areas while only 1,089 persons reside in the urban areas, most of whom are concentrated in the urban centres of Kaman, Bharatpur and Nadbai tehsils. 75.58 per cent of the urban scheduled tribes population is made up by these three tehsils. The percentage distribution of remaining tehsils varies from 0.09 per cent in Rajakhera tehsil to 7.07 per cent in Weir tehsil.

LITERACY

19.01 per cent of the total population of the district is literate while 38.32 per cent of the urban population knows how to read and write; only 15.93 per cent of the rural population has this attainment. Male literacy in the district is 29.28 per cent. It is 49.39 per cent in the urban areas and 26.06 per cent in case of rural areas. Literacy among the females is comparatively lower. Though the average for the district comes to 6.29 per cent, it is only 3.87 per cent in the rural areas. It is, however, 25.09 per cent in the urban areas.

The literacy rates at the tehsil level for the total area vary from 13.56 per cent in Kaman tehsil to 28.10 per cent in Bharatpur tehsil. The range of variation in rural areas of various tehsils is from 11.21 per cent in Bari tehsil to 20.73 per cent in Bharatpur tehsil while in urban areas it

ranges from 23.44 per cent in Rajakhera tehsil to 47.73 per cent in Bharatpur tehsil. Male literacy rates in the various tehsils range from 21.29 per cent in Kaman tehsil to 40.96 per cent in Bharatpur tehsil. In rural areas, these rates vary from 18.31 per cent in Kaman tehsil to 34.54 per cent in Bharatpur tehsil and in urban areas of the tehsils, male literacy rates range from 33.05 per cent in Rajakhera tehsil to 57.81 per cent in Bharatpur tehsil. Comparatively low literacy rates for females are observed at the tehsil level ranging from 4.39 per cent in Rajakhera to 12.71 per cent in Bharatpur. More depressing picture is seen at the level of rural areas of the tehsils, where female literacy rates vary from 2.09 per cent in Bari tehsil to 5.61 per cent in Rupbas tehsil. The rates for urban female literacy, however, range from 11.73 per cent in Rajakhera tehsil to 35.38 per cent in Bharatpur tehsil.

WORKING POPULATION

On the basis of the main economic activity the population of the district constitutes of 28.87 per cent of workers and 71.13 per cent of non-workers. Among the male population, however, the distribution of workers and non-workers is 50.53 per cent and 49.17 per cent respectively. In case of females, the proportion of non-workers is as high as 79.29 per cent. In the rural areas of the district such population is constituted of 29.37 per cent workers and 70.63 per cent non-workers. The proportion of workers among the rural male population is 51.79 per cent and 48.21 per cent respectively. In case of rural female population, the proportion of non-workers is nearly the same as for the total female population. A great variation in the distribution pattern of workers is observed in the urban areas of the district. The distribution of workers and non-workers is almost in the proportion of 1:3 in the urban areas. The proportion of workers and non-workers among the urban male population is 44.82 per cent and 55.18 per cent respectively, while the proportion of non-workers in case of urban female population is as high as 97.13 per cent.

Among the various tehsils, the proportion of workers to

the total population varies from 26.36 per cent in Bharatpur to 32.25 per cent in Baseri. The contribution of male to the working force ranges from 46.66 per cent in Bharatpur tehsil to 56.03 per cent in Baseri tehsil. Female participation in the economic activity varies from 1.17 per cent in Rajakhera tehsil to 6.07 per cent in Weir tehsil. In case of rural areas, the proportion of workers ranges from 26.66 per cent in Bharatpur tehsil to 32.54 per cent in the Bari tehsil. The proportion of rural male workers varies from 47.72 per cent in Bharatpur tehsil to 57.24 per cent in Bari tehsil while the participation of rural females in the economic activity is scarce and ranges from 1.04 per cent in Rajakhera tehsil to 6.47 per cent in Weir tehsil. In the urban areas of various tehsils, the percentage of workers varies from 23.86 per cent in Dholpur to 28.12 per cent in Bari tehsil. Male contribution in the economic activity in urban areas of the tehsils ranges from 41.72 per cent in Dholpur tehsil to 48.72 per cent in Kaman and Bari tehsils, whereas the participation of females in these areas varies from 1.13 per cent in Weir tehsil to 4.50 per cent in Kaman tehsil.

Agriculture is the main sector of the district and 81.33 per cent of male working population and 77.65 per cent of female working population is engaged in this sector. Of the agricultural workers, 73.27 per cent of male workers and 48.45 per cent of female workers are engaged in cultivation while the remaining 8.06 per cent of male and 29.24 per cent of females are working as agricultural labourers. Still higher proportions are observed at the rural level, where 89.40 per cent of males and 87.20 per cent of females among their respective working population are engaged in agricultural activities. High proportion of agricultural workers are observed even in the urban areas of the district where 23.00 per cent of the males and 21.71 per cent of the females among their respective working population are engaged in the agricultural activity. Other services account for 26.81 per cent of urban male workers and 52.94 per cent of urban female workers of the district. While 18.16 per cent of urban male workers are engaged in trade and commerce, manufacturing other than household industry accounts for 13.59 per cent. Among the urban female workers, 12.43

per cent, belongs to those working in household industry and their participation in other activities is rather small.

The majority of the workers, males as well as females, in the various tehsils of the district, are engaged in agricultural activity. As many as 62.86 per cent of the male workers in Bharatpur tehsil, 91.19 per cent in Rajakhhera tehsil and as many as 48.49 per cent of the female workers in Bharatpur tehsil and 92.96 per cent in Weir tehsil are engaged in this primary activity. Still higher proportions of agricultural workers are observed at the level of rural areas of various tehsils. In the urban areas of various tehsils, high proportion of workers engaged in agricultural activity are also observed. The percentage of urban male workers engaged in agriculture varies from 5.81 per cent in Bharatpur tehsil to 66.58 per cent in Rajakhhera tehsil while that of urban female workers ranges from 8.48 per cent in Dholpur tehsil to 51.80 per cent in Bari tehsil.

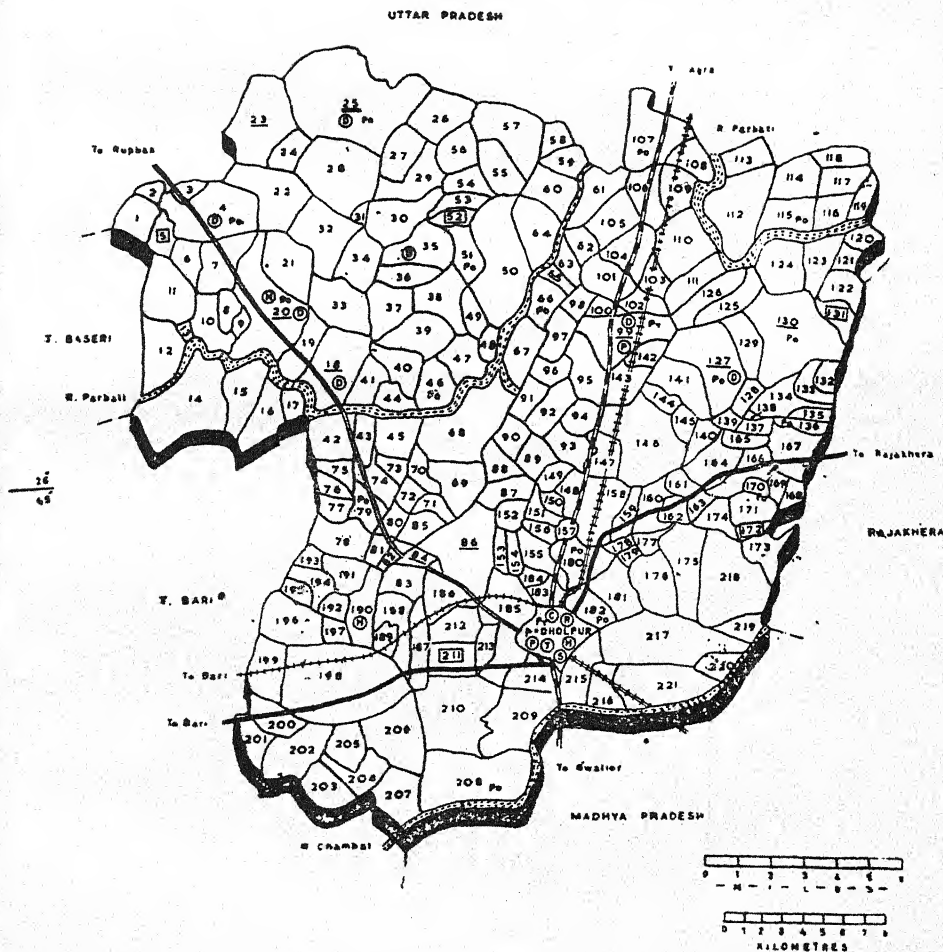
Other important economic activities which engage a sizable number of workers in the urban areas of various tehsils are the 'other services', where 13.49 per cent of male workers in Rajakhhera tehsil to 34.32 per cent in Bharatpur tehsil and 29.93 per cent of female workers in Nadbai tehsil to 78.80 per cent in Dholpur tehsil, are employed. Besides trade and commerce in which 8.02 per cent to 22.36 per cent of urban male workers are engaged, manufacturing other than household industry also accounts for 5.42 per cent to 19.09 per cent of the urban male workers. The participation of urban female workers in household industry ranges from 0.73 per cent in Nadbai tehsil to 20.79 per cent in Kaman tehsil.

THE PROFILE OF THE BLOCKS STUDIED

Dholpur

Dholpur is one of the biggest and the most backward blocks of the Bharatpur district. It is situated at Agra-Gwalior road and links Uttar Pradesh and Madhya Pradesh. It is a well known block of Bharatpur district and had been the headquarters of the Maharaja of Dholpur. It has a total population of 200,909 persons of which 169,044 reside in

Teh. Dholpur



rural areas and remaining 31,865 in urban areas. The block covers a total area of 815.4 sq. km. of which 807.2 sq. km. forms part of rural area and the remaining 8.2 sq. km. constitutes the urban area. The total household of Dholpur block comes to 32,811 out of which 27,500 are rural households and 5,311 urban. The sexwise distribution of the population is 110,812 males and 90,097 females of which 93,550 males and 75,494 females live in rural areas and remaining 17,262 males and 14,603 females reside in urban areas. The total rural population of the block is 169,044 of which there are 31,978 scheduled castes (11.77%) and scheduled tribes (0.03 %).

There are altogether 221 villages in the block covered by 47 gram panchayats. The density of population is 209 persons per sq. km. The literacy percentage of the block is 17.86 per cent. An overwhelming majority of the total population of the block is predominantly engaged in agriculture. 4.01 per cent of the households are engaged in industry and 1.01 per cent in trade and commerce. The road facility available is altogether 67 kms. Water tanks having a capacity of 2 lakh gallon water are also available, which hardly meet the requirements of water consumption.

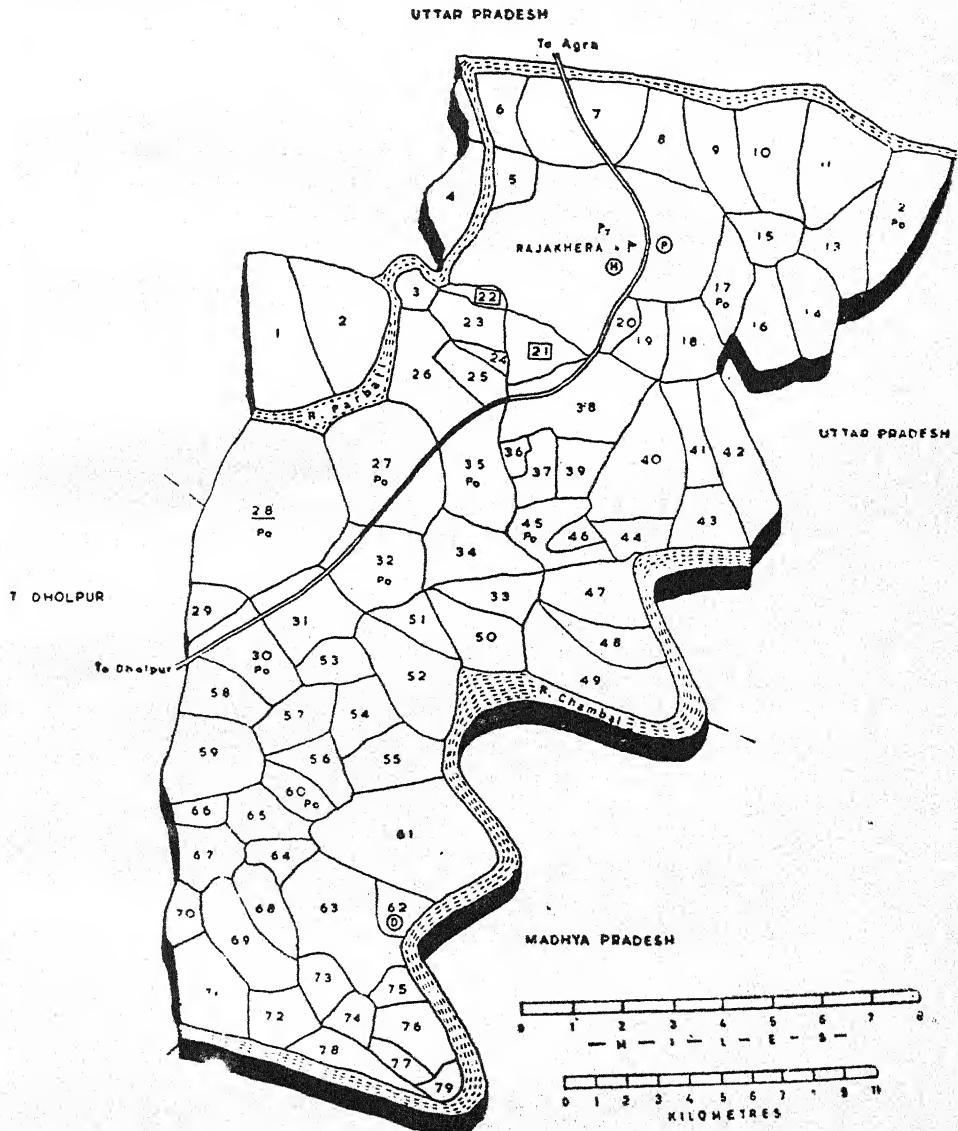
As regards social and educational facilities, there are 133 primary schools, 27 middle schools, 10 secondary schools, 2 higher secondary schools and one degree college. As regards medical facilities, there are 4 hospitals, 7 dispensaries, one health centre, 3 maternity and child welfare centres and 3 family planning centres. To provide communication facilities to the block, there are 47 post offices, one telegraph and one telephone office.

For marketing purposes, there are 3 regular organised markets and 47 marketing societies. Banking facility is also available in the area, of which Punjab National Bank and State Bank of India are the lead banks. Apart from these two lead banks, Hindustan Commercial Bank, New Bank of India, State Bank of Bikaner and Rajasthan and Cooperative Bank have also established their branches in the area.

Rajakhera

Rajakhera is yet another backward block of the Bharatpur

Teh. Rajakhera



district. It is situated at the borders of UP and MP. The total area of the block in sq. km. is 358.5. The total rural population of the block is 56,736, out of which 11,186 are scheduled castes and scheduled tribes. The literacy rate is 14.86 per cent. There are 8,203 houses having 8,837 households. There are 148 villages in the block area covered by 37 gram panchayats. Out of 148 villages, 82 (55%) are electrified. The block is connected with three roads, namely, Mariona/Margret Road (10 kms.), Jatoli-Kuthiyan Road (20 kms.) and Rajakhera-Dholpur Road (54 kms.). For the irrigation of farms and drinking water, there are three water tanks with 1 lakh gallon water capacity. They are located in Rajakhera, Mangoh and Jasvpura villages respectively. Apart from these tanks, there are 653 pumping sets operated by diesel, 481 operated by electricity and 4002 wells in the area.

There are 111 primary schools, 18 middle schools, 3 secondary schools and one higher secondary school. Setting up of a degree college is the pressing need of the area. For medical facilities, there are 8 public health centres of which 5 are family planning centres, 3 medical and health centres and 2 dispensaries.

TABLE 2.2 DISTRIBUTION OF WORKERS AND MASS
WORKERS IN RAJAKHERA BLOCK

<i>Sl. No.</i>	<i>Description</i>	<i>Persons</i>	<i>Male</i>	<i>Female</i>
1.	Total workers	17,706	17,442	264
2.	Cultivations	16,135	15,925	210
3.	Agricultural labourers	843	929	14
4.	Livestock, etc.	105	104	1
5.	Mining and quarry	1	1	—
6.	Household industry	142	132	10
7.	Other than household industry	26	26	—
8.	Contractors	17	17	—
9.	Trade and commerce	83	80	3
10.	Transport/storage	23	23	—
11.	Other services	330	305	25
	Non workers	39,030	138,66	25,164

SOURCE: *Census 1971*, Rajasthan, Bharatpur District.



ORGANISATION AND MANAGEMENT

Organisation and management are two basic components of a good administrative structure. It has been well recognised that one of the primary requisites in development effort of this kind is a strong administrative structure which cannot only coordinate efforts but should also provide the necessary thrust, drive and initiative in furthering the objectives. New management structures, therefore, are on experiment in breaking away from a traditional administrative hierarchy which is so far used to working in closed circuits and compartments. Whatever be the form of the organisation established under different rural development programmes, the main purpose remains common and that is an adequate delegation of administrative and financial powers for an effective and successful implementation of the programmes which are basically meant for the 'rural poor' and the 'rural weak'.¹

HISTORICAL PERSPECTIVE

Before the community development programmes were launched in the early fifties, the serving ministries/departments carried on their activities in rural areas through their own functionaries at the state, district and village levels independently and in isolation of each other. The ministries and departments were able to carry on some minimal development works touching a few aspects, covering only a small section of the rural population as there were not many developmental activities. Out of these activities mostly the vocal and influential persons of the village

¹S. N. Mishra, *Rural Development and Panchayati Raj*, Concept, New Delhi, 1981, p. 99.

community derived the benefits. For the first time an attempt at a systematic integrated rural development was made in 1952 with the inception of the community development programme (CDP) in the country. The basic intention of the programme was to serve the rural people and to reach as large a number of them as possible. The concept of making one multipurpose functionary responsible at the grassroot level for all rural development activities, particularly in the field of agricultural development, was conceived and put into operation in order to meet the requirement of reaching the rural households, especially farming households, with an integrated package of services. Thus, for the first time the idea of the village level worker (VLW) supported at the block level by a team of specialists in the field of agriculture, animal husbandry, cooperatives, panchayats, social education, public health programme for women and children, etc., was implemented. Unparalleled in the history of any developing country, it was an epoch-making step.

For the population of about one lakh and an area covering one hundred villages, the community development block was made a unit of planning and development. For all the rural development programmes at the block level and for the block level functionaries, the block development officer was supposed to act as the coordinator. The district collector remained the coordinator at the district level and the development commissioner coordinated the activities of all the concerned departments at the state level. At the national level, the department of rural development (then known as department of community development) in the ministry of agriculture and irrigation coordinated and supported the CD programmes.

The three-tier panchayati raj institution and structure followed the community development programme launched in 1952. Though the CD block organisation has covered the entire country, the three-tier panchayati raj structure with full delegation of authority is yet to be established in many states. For quite some time the CDP has come under a lot of criticism all of which is not entirely unjustified. However, it cannot also be denied that it has made a positive contribution in the field of rural development. A viable

infrastructure has been established in the rural areas right from the village level up to the district and state levels with a happy mix of government paid block organisation and elected panchayati raj institutions in most of the states. The block as an effective unit of administration in the countryside has come to stay. It has also played a significant role in the implementation of various development programmes including the spread of modern agricultural technology and high yielding varieties programme. The basic aim of the CDP was to generate community effort and unite the same with the efforts of the government towards bringing about improvement in the economic, social and cultural levels of the rural community. However, it was not an easy task to bring about improvement in the economic and social transformation of the vast rural masses most of whom were illiterate and living in a tradition-ridden society. This very complex factor resulted in another distortion: the rural elite quickly came forward and derived the maximum advantage from the community development programme and the so-called green revolution². Thus the benefits of CD could not reach the poor masses and as such their lot more or less remained the same. This was realised during the fourth plan period and as a result, an effort was made to take up various programmes especially designed for the weaker sections of rural India.

SPECIAL PROGRAMMES AND MANAGEMENT

An account of the management of some of the special programmes taken up in the fourth and fifth five year plans is given below.

In connection with the development of small and marginal farmers, it was probably for the first time that a departure from a traditional system was made. Special agencies under the Registration of Societies Act were established in all the districts where the programme was launched. The basic purpose of these agencies was to ensure that the needs of the small and marginal farmers

²S.N. Mishra, *op. cit.*, p. 96.

were especially catered to by a separate organisation charged with the responsibility of ensuring development of these weaker sections. An agency in the district is usually headed by the collector/deputy commissioner and in a few cases by divisional commissioner. Members of governing body of the agency are the district level officers of various development departments, representatives of the Government of India, representatives of the cooperative institutions, representatives of the lead bank and two non-officials from the participating farmers who have necessarily to be small/marginal farmers. The agency operates through the existing district organisations and has a small nucleus of staff of one project officer and three assistant project officers to administer and coordinate programmes drawn up for the small and marginal farmers. At state level, a coordination committee with the agricultural production commissioner/development commissioner/chief secretary as the chairman has been established, having heads of all the concerned departments as members.

It would not be out of place to mention here that the small farmers development agency programme, which was under implementation in selected areas has also been merged with the IRD programme with effect from October 2, 1980 as the approach followed and the target groups assisted under the SFDA were similar to those of the IRD programme.

In the case of the drought prone area programme, the state governments were requested to set up separate organisations in whatever form they preferred as long as organisations of the district level had sufficient financial and administrative delegation of authority. For implementation of the DPAP, most of the states have established separate agencies registered under the Registration of Societies Act. Maharashtra has adopted a different form. A district planning board has been established for each district which implements the DPAP under a separate project director. In Karnataka, the State Government has established an authority for the DPAP districts by a resolution of the State Government with divisional commissioner as the Tamil Nadu has set up a district development corporation for the two districts under the programme.

The tribal area development programme has also a similar administrative structure like the SFDA. A tribal development agency has been constituted under the Societies Registration Act for each of the Project areas. The agency is headed by the district collector as the chairman; the other district level officers, legislators and members of parliament as members of the governing body. To support the agency in its functioning, a whole time project officer of the rank of additional district magistrate has been appointed and supported by three assistant project officers.

In the case of the command area development programme also, similar authorities have usually been created under the Registration of Societies Act.

IRD/TRYSEM AND ORGANISATIONAL LINKAGES

When the IRD/TRYSEM schemes were introduced in 1979 with greater emphasis on integrated rural development, it was felt that for the efficient management of the scheme improvement in organisational linkages at all the levels were highly required.

The organisational linkages for IRD/TRYSEM envisaged by the government are as follows :

National Level³

It was felt that at the national level, the primary responsibility for formulating the strategy of rural industrialisation rests with the ministries of rural reconstruction and industry. For the purpose of coordination, there is a coordination committee for decentralised sector, which provides a forum for inter-agency coordination.

In this connection, while the ministry of industry deals with small and tiny industries like handlooms, handicrafts, sericulture, coir, etc., the ministry of rural reconstruction implements the programmes relating to khadi and village industries and, in addition, supports the rural industries and services programme under the IRD and TRYSEM.

To galvanize the scheme, there is a central project steering

³*Guidelines on Rural Industries Components of IRDP and TRYSEM*, Ministry of Rural Reconstruction, Government of India, December, 1979, p. 15.

committee in the ministry of rural reconstruction in order to monitor the progress of TRYSEM and keep it under constant review.

A number of expert groups have also been constituted so as to identify the areas where opportunities of self-employment can be generated. The responsibility of the groups are also to try and work out details of training methodology, work content, training modules, etc. The reports of the groups are to be circulated to the field agencies from time to time. At the same time, to facilitate coordination and linkages, the nodal points are being located in each central ministry, department and organization.

State Level⁴

At the state level, the sanctioning committees (which include the directors of industries) are already functioning. Under IRD/TRYSEM all the powers of decision making have already been decentralised in the hands of these committees. Recently the ministry has designated area officers for different states who attend the meeting on behalf of the central government. These committees also review the progress in implementation in addition to clearing the individual projects/schemes.

The state governments, if they so like, can set up coordination committees for the decentralised sector, so as to provide linkages among the various corporations and boards. At the same time, if necessary, they may constitute expert groups for identification of self-employment opportunities, formulation of fresh syllabi, etc.

The state governments, if they so like, may try to implement the special programmes, including the IRD and TRYSEM, through a single department. However, in all probability, one department should be declared to be the nodal department. In case there is no particular department looking after the development of the tertiary sector in the rural areas, this responsibility should be specifically assigned to a suitable department, possessing the expertise and infrastructure to identify opportunities for employment and

⁴*Guidelines, op. cit.*, p. 16.

provide full assistance to the rural poor in setting up of the prospective services, industries, trade or business.

District Level⁵

In the present framework at the district level, the IRD agency under the chairmanship of the collector will have to provide overall leadership and ensure complete involvement of all the concerned district officers.

It is supposed that the major responsibility of implementing the rural industries and services component of IRD will have to vest with the DIC. Under the single roof of the DIC, a total package of assistance has to be provided to the beneficiaries. It will be the responsibility of state governments to ensure intimate linkages between the agencies of the decentralised sector and the DICs. They are also supposed to ensure coordination between the IRD agency and the DIC by nominating the GM, DIC on the governing body of the IRD agency.

It is realised that with the increase in workload relating to rural industries and services, it might be necessary to appoint an Assistant Project Officer (Rural Industries) in each IRD agency. At the same time state governments may also like to designate a suitable existing officer as the district training officer so that he would provide for a balancing of the supply and demand for different types of manpower in the district.

It would not be out of place to mention that at the district level, it is possible to pool the resources available from different schemes and to be utilised under the action plan which could be followed by the various agencies. Where there are differing patterns of assistance, it should be ensured that the benefit of the schemes offering the best facilities goes to the weakest sections among the target groups.

Block Level

With regard to management of IRD it is supposed that the BDO should act as the coordinator at the block level. While he will provide the overall leadership and will also be

⁵*Guidelines, op. cit.*, p.?

responsible for the general extension work, he will have to be supported by an extension officer (rural industries) who should be positioned in each block. Such a post would establish a crucial link between the DIC and the block agency.

It is envisaged that the BDO and the EO (rural industries) will have to be provided with technical support, supervision and guidance by the GM and functional manager of the DIC. These officers should constantly go round and meet entrepreneur and artisans, so as to provide them with the requisite guidance on the spot.

However, it is almost impossible to make a success of the ISB/TRYSEM scheme unless the block organization has its full complement of VLWs. At the same time it would also be appropriate that the functionaries of panchayati raj bodies, khadi and village industry boards and voluntary agencies are associated at all levels in the formulation and implementation of the schemes. State governments should especially identify voluntary agencies having training infrastructure, which can be used for imparting training under TRYSEM. □

IDENTIFICATION OF TRAINER, TRAINEE AND TRADE

One of the main objectives of this study was to examine the identification process of the trainers, trainees and the trade under the TRYSEM scheme. These are the three important aspects of the study as the success or failure of the scheme centres round the trainers, trainees and the trades. If the right persons are selected for the training purpose having a real desire and zeal to learn, they can strive hard to settle in self-employment after completing their training. Selection and identification of trade, in which training is to be imparted, is no less important. The trainees could be gainfully engaged in self-employment avenues only when the trade in which they have been trained provides them an opportunity of gainful employment or marketing potential. If the trades are not properly scrutinised and selected keeping in view the local needs and requirements, they will have no lasting effect in providing job opportunities to the trained unemployed rural youths. And as such, in the present chapter, we have tried to peep into the problem of identification process of trainers, trainees and the trades for comprehending the extent of effort taken by the official machinery in selecting the trainers, the rural youths and the trades for training purposes.

Before the start of the training programme in December 1979, the selection of the trades for training purposes was made by the district project officer (Bharatpur) in close consultation with the vikas adhikari and agriculture development officer keeping in view the local needs and requirements. While selecting the trade emphasis was given on the prospects for the consumption of finished goods to be produced by the trained rural youths in the area. It is desirable to mention here that a list of trades was already

given in the brochure supplied by the Ministry of Rural Reconstruction, Government of India and the trades for training purposes were to be selected from within the list keeping in view the local potential and consumption capacity of the areas.

The second and important task in this regard was the identification and selection of qualified and skilled craftsmen for imparting training to unemployed rural youths. It became essential because of the fact that there were no well established and recognised training centres in the area through which training could be imparted. As such the responsibility of imparting training ultimately falls on the individual skilled craftsmen and artisans available in the area of training. Keeping this constraint in view, the district authorities incharge of TRYSEM scheme, under the chairmanship of vikas padadhikari, constituted a selection committee at the block level to select the skilled and qualified craftsmen/artisans for imparting training. Vikas padadhikari was assisted by this committee in selection of individual craftsmen/artisans.

However, for the final selection of the craftsmen/artisans yet another committee at the panchayat samiti level, consisting of BDO, AEO, tehsildar, one representative of DIC and the district collector or his representative, was constituted. The list of individual craftsmen/artisans to be selected as trainer, prepared by the block committee, was submitted before the committee constituted at the panchayat samiti level for its scrutiny and recommendation. After scrutinising the list of block level committee, the committee at the panchayat samiti level finalised a tentative list of trainers and with its recommendations forwarded to the district project officer (Bharatpur) for his final approval. After obtaining the final approval of the district project officer the identification and selection process of individual craftsmen/artisans were over. It would not be out of place to mention here that a similar procedure was followed while selecting the trades for training purposes of rural youth.

In the case of identifying the beneficiaries, the same process was adopted as in the case of trades and trainers. The committee which completed the task of identification

of beneficiaries consisted of group secretary (VLW), sarpancha, patwari and the vikas padadhikari as its chairman. Though vikas padadhikari happened to be the chairman of the committee, the task of selecting the beneficiaries was left entirely to the group secretary, sarpancha and the patwari. However, the vikas padadhikari gave a clearcut verbal instruction to the committee that while making selection of beneficiaries due considerations be given to the youth of such families who fall under the following categories:

- (a) bonded labour families;
- (b) antyodaya family;
- (c) the families which have not been benefited under antyodaya scheme;
- (d) agricultural labourers' families;
- (e) families of marginal farmers;
- (f) families of scheduled castes and scheduled tribes; and
- (g) only those youths of above mentioned families who fall between the age group of 18-35 years.

A composite list of youth belonging to above categories, larger in number than required, was prepared by the village level committee and submitted before the committee at panchayat samiti level for its scrutiny and final selection. The list and number of youth required for training purpose, with some commissions, was prepared by the panchayat samiti level committee and was sent to the district project officer for his final approval.

After the final selection, the beneficiaries were served with an application form which was to be filled in by the selected youths for admission in a particular trade for training. Along with the application form, the beneficiaries were also asked to submit a certificate from the patwari duly certified by the sarpancha that they fulfil the criteria mentioned above.

Though the national scheme of training of rural youth for self employment was launched in the second half of July 1979 on the all India basis, the initial work with regard to identification of trades, trainers and trainees in Rajasthan was

started only in November 1979 and the project organisations were set up at all the district headquarters of the state. In Bharatpur district, particularly, the Dholpur and Rajakhhera blocks five trades, viz., tailoring and cutting, carpet making, shoe-making, *mudda* making and cycle repairing were selected by the said panchayat samities from within the selected lists of trades mentioned in the guidelines, keeping in view the local requirements and marketing potential for training purposes.

After the identification of trades for training, selection of master craftsmen/artisans and constitution of advisory committee at the district level, the initial work of identification of trainees started on November 7, 1979. These formalities were completed in two phases : first, preparation of exhaustive list of eligible youths, at the village level, by group secretary (VLW) with the help of sarpancha and patwari and second, verification and scrutiny of the list at panchayat samiti level. All the formalities including the filling up of application form certified by the patwari were completed by November 15, 1979. The application form contained information like personal history of the youths, their educational and trade backgrounds, past experience, socio-economic status of their families, etc. The complete forms duly filled in by the selected youths were certified by the sarpancha, group secretary and patwari. To avoid unnecessary delay reverification of the forms was completed at the Block headquarters by a committee consisting of BDO, revenue officer, representative of DIC and representative of the collector and was finally sent to the district project officer for his final approval.

IDENTIFICATION PROBLEM

In the framework of the identification process mentioned above the block level agency connected with the task reported to the research team that they tried to select the correct type of trade, in which training was to be imparted and also the needy and eligible youths to be trained. However, they were not fully satisfied with the selection of trades and trainees. As regards selection of trades, the vikas padadhikaris informed us that it was decided by the district project

officer and naturally they did not have any say in final selection of trades in which training should be imparted. For example, the vikas padadhikaris of both the blocks—Dholpur and Rajakhhera, in course of informal discussion, informed that trades like stone-cutting, mason and dari-making suited most to the local needs and requirements and had very bright employment generating potential. Still these trades were not selected for training purposes as they were not liked by the district project officer. Thus it can be assumed that while selecting trades for training, no definite criteria were followed, with the result that some trades having employment generating potential were not included in the list of trades for training.

Similarly, with regard to selection of unemployed rural youth for training, it can be said that no fool-proof method was adopted as such the selection method of trainees became the subject of criticism in the eyes of community leaders and especially, those youths who tried to get themselves selected for training but failed. Actually, the mass method of selection (by organising camps) was adopted in case of selection of trainees. Since the start of the scheme, several camps were organised at Mania and Dholpur growth centres under Dholpur block and similar camps were also organised in Rajakhhera block at Rajakhhera itself and in other villages. At these camps officials, community leaders, trainers, rural youths interested in training and a large number of spectators turned up. This mass gathering virtually gave a look of either a feast or a Mela. This mass gathering facilitated the selection committee to select the rural youth for training under the TRYSEM scheme. However, it was pointed out by some knowledgeable persons of the area that this mass method of selection, in case of some trades only, was not in accordance with the procedure mentioned in the guidelines with the result that some genuine youths were deprived of the benefits of this scheme.

The block level officials also admitted this fact and said that, in spite of the adoption of a controlled mechanism, some genuine candidates were not selected. Expressing their helplessness the block level officials admitted that in some cases, after observing the necessary formalities, the

sarpanchas and the group secretaries included the names of their family youths or their relations in the list of trainees. In their opinion, the group secretary (VLW) is the key functionary who plays a vital role in the selection of rural youths for training under TRYSEM. It is very difficult to exclude the name of some candidate from the list submitted by the VLW. The group secretary (VLW) in collusion with the sarpancha and the patwari manages the whole affair in such a way that the higher officials cannot find any lacuna in the list. For example, for the selection of a candidate for the training under TRYSEM scheme it is desirable that he should belong to the family of a marginal and small farmer and he should not possess any land in his name. Our Hindu law is so faulty that the entire land of a family is in the name of the *karta* of the family so long as he is alive. It is only after his death that mutation process of land takes place and as such virtually no rural youth owns any land in the land revenue record so long as the *karta* of his family is alive. Thus, it is very safe for the patwari to certify that particular youth does not own any land in his name and such certificate from the patwari enables a youth to stake his claim for selection under TRYSEM scheme. Under the procedure mentioned above, really, it is very difficult for a higher official to reject the claim of a particular candidate on the grounds of bonafides. However, no alarming view should be taken of it as the identification of beneficiaries is a continuous process. In due course, when the scheme becomes popular and rural families become conscious of their legitimate rights they themselves will come forward to check such irregular and mischievous designs of the sarpancha, the patwari, and the group secretary.

Some other irregularities were also noticed in connection with the identification of beneficiaries during the course of survey of identification process. Particularly, in carpet-making trade, it was noticed that majority of the trainees were below 18 years of age, whereas the guidelines provide specifically that the trainees must be unemployed rural youths and between the age group 18-35 years.

In the course of our survey, so many questions came to our mind with regard to the identification process. For

example, whether the proper survey was conducted by the officials; whether sufficient publicity was given to TRYSEM scheme in the area; and whether the proper representation was given to scheduled castes and scheduled tribes and to women while selecting the youths for training under the TRYSEM scheme. These are some of the important aspects of identification which require greater attention to obtain a clear and just picture of the entire process. As such we tried to obtain the views of all the four categories of respondents, viz., officials, community leaders, trainers and trainees on different items with the help of questionnaire schedule. The responses of the sample on the said points are presented below.

Since TRYSEM is a new and on-going scheme, it requires a lot of propaganda and sincere efforts on the part of officials and community leaders to motivate the unemployed rural youths to come forward and join the scheme. As such we tried to know the agencies through which the youths came to know about the scheme. A question 'who informed you about the TRYSEM scheme?', was put to the beneficiaries to obtain the information on this point. The responses of the respondent beneficiaries are presented in Table 4.1.

TABLE 4.1 SOURCES THROUGH WHICH BENEFICIARIES CAME TO KNOW ABOUT THE SCHEME

<i>Responses</i>	<i>No. of Beneficiaries</i>	<i>Percentage</i>
1. Officials		
(a) BDO	8	17.04
(b) AEO	12	26.00
(c) VLW	2	04.04
2. Community leaders	8	17.04
3. Individual craftsmen and trained beneficiaries	8	17.04
4. Family members, relatives, neighbours	8	17.04
TOTAL	46	100.00

It is obvious from the above Table that a large number of respondents (47.8%) came to know of this scheme from the

block and village level officials. Among officials, the name of AEO was mentioned by a larger number of respondents. The VLW or the group secretary is a functionary of village level and it is expected from him that he would make the people of the area aware about the new schemes introduced by the government for the benefit of the poor villagers. However, it is disheartening to note that only two respondents mentioned that they came to know about the TRYSEM scheme through the VLW. Eight (17.4%) beneficiaries mentioned that the community leaders informed them about the introduction of training in the area. A similar percentage (17.04) of respondents reported that they received the information through individual craftsmen and trained trainees. A group of remaining 8 (17.04%) respondents said that they got the information through elders of their families, relatives, neighbours and fellow villagers.

Before identification of the beneficiaries and trades, the guidelines on TRYSEM suggests that there should be a proper survey of the area. We enquired about this from the beneficiaries and this point out of 46 sample beneficiaries, 22 (47.83%) reported that a proper survey was conducted in the area. In this connection they said that the BDO, HEO, patwari and VLW alongwith sarpancha visited the area and enquired from the villages about the trades in which training should be imparted. Ten (21.74%) sample beneficiaries reported that no such survey was conducted in the area and the remaining 14 (30.43%) said that they did not know whether any survey was conducted or not. Maybe that these beneficiaries were semi-literate or illiterates and did not understand the meaning of survey.

To popularise any new scheme meant for the benefit of the poor, it is essential on the part of the officials and community leaders that they take an active interest in giving sufficient publicity to the scheme in the area. We, therefore, put a question "Did you try to popularise the scheme in the area?" to the officials and community leaders. In reply, out of 16 sample officials, 12 (75.00%) replied in the positive and said that they made every effort to give due publicity to the scheme in the area. However, 4 (25.00%) officials replied in the negative. Similarly, out of 20 sample

community leaders, 15 (75%) community leaders replied in the positive whereas 5 (25%) gave a negative answer.

It is interesting to note that an equal percentage (25 per cent of community leaders and officials) did not take any interest in popularising the scheme. This explains their non-involvement or disinterestedness with regard to the implementation of the TRYSEM scheme.

The officials and community leaders, numbering 12 and 15 respectively, who reported that every effort was made to give due publicity to TRYSEM scheme, were further asked as to what mechanisms did they adopt in giving publicity to the scheme. It is heartening to note that different mechanisms were adopted by these two sets of respondents. Table 4.2 gives an account of the mode of publicity adopted by them.

TABLE 4.2 MODE OF PUBLICITY

<i>Responses</i>	<i>Officials N. 12</i>	<i>Percent- age</i>	<i>Community Leaders N. 15</i>	<i>Percent- age</i>
1. Explaining the objectives on tours	4	33.3		
2. By calling the meetings at block headquarters	5	41.7	3	20.00
3. By sending circulars	3	25.00		
4. In informal mass gatherings convincing the guardians and beneficiaries to join the scheme			3	20.00
5. Explaining the objectives by moving door to door			4	26.7
6. Explaining the objectives at village assemblies			5	33.3
TOTAL	12	100.00	15	100.00

The Table reflects that officials, due to their power, position, and status in rural society, tried to give publicity to the scheme by means of sending circulars, calling meetings of villagers at block headquarters, and explaining the objectives of TRYSEM while they were on tour.

The community leaders, being the custodians of the interests of rural masses, adopted some different mechanism

of popularising the scheme in their area. The mechanism generally adopted by them were explaining the objectives of the TRYSEM at block meetings where they were invited by the block officials to address the people, by convincing the guardians in informal gatherings, moving door to door and explaining the usefulness of the scheme and giving details of TRYSEM scheme in village assemblies. As such both formal and informal methods of propaganda were adopted by the community leaders whereas officials stuck to more formal methods.

In the process of identification of beneficiaries, rapport building of beneficiaries with the officials is equally important. We know that for everything, right from identification and admission in a particular trade for training purpose to the post-training services, the beneficiaries have to depend on the help and cooperation of officials. As such it was but natural to enquire from the beneficiaries as to how they could build up rapport with the officials. Beneficiaries were, therefore, asked "how could you establish rapport with the officials connected with TRYSFM scheme?". Table 4.3 summarises the result.

TABLE 4.3 MODE OF RAPPORT BUILDING WITH OFFICIALS

<i>Mode</i>	<i>Beneficiaries N. 46</i>	<i>Percentage</i>
1. Meeting with officials on tours	16	34.7
2. With the help of panchayati raj leaders	8	17.4
3. Attending the meetings of panchayat samiti as expectators	4	8.7
4. With the help of individual craftsmen	5	10.9
5. With the help of trained beneficiaries	5	10.9
6. With the help of family members relatives and important individuals of the village	8	17.4
TOTAL	46	100.00

Table 4.3 shows that most of the beneficiaries (34.7%) established rapport with the officials connected with this scheme in course of their official tours of the villages.

Panchayati raj leaders and family members, relatives and knowledgeable persons of the village come second (17.4 %) each. It is encouraging to note that 4 (8.7 %) beneficiaries tried to build up rapport with the officials when they came to attend the meetings of the panchayat samiti. It is encouraging in the sense that they tried to meet the officials independently. This reflects their self-dependence and confidence which is generally lacking among the rural youth. It is also interesting to note that individual craftsmen and trained beneficiaries (10.7%) also helped the youth in establishing rapport with officials. It suggests that individual craftsmen and trained beneficiaries are alive to their responsibilities in helping the needy and unemployed rural youth.

The identified beneficiaries completed the formalities which were required before joining the course with the help of officials, community leaders, trainers, trained beneficiaries and their family members and relatives. It was but natural as their knowledge of the scheme was very limited.

In the filling up of their applications for admission under the TRYSEM scheme, 43.4 per cent of the beneficiaries took the help of the village and block level officials. Approximately one-fourth of the respondents reported that they sought clarification from the individual craftsmen and the remaining 32 per cent depended entirely on the help of the educated members of their families or the knowledgeable educated youth of their villages.

A related question to this was asked to the youth: "Did they face any difficulty in completing the formalities before joining the training course?" A majority, as high as 85 per cent, reported that they did not face any difficulty. However, 15 per cent of the respondents said that they faced a lot of difficulty due to the cumbersome procedure of filling up of the application forms.

Besides studying the selection and identification procedures of beneficiaries and their relations with officials we also examined different other issues concerning the study.

To know about the correct selection of beneficiaries, we turned our attention to the officials and the community leaders and asked them: "Do you feel that the correct type of youth have been selected for the training course?" In

reply, an overwhelming majority of officials (93.37%) and community leaders (80%) replied in the affirmative.

A very small section (officials 6.3 per cent and community leaders 20 per cent) seemed to be dissatisfied with the selection. They might be feeling so due to the mode of selection through mass gatherings.

We all know that for training under the TRYSEM scheme the selected youth should strictly be in the age group of 18-35 years. Therefore, it was thought proper to require from officials and community leaders about the age group of the selected youth under the scheme. If we look into the responses of officials and community leaders regarding the age group of the trainees, a contradictory picture emerges as shown in Table 4.4.

TABLE 4.4 AGE GROUPS OF TRAINEES ACCORDING TO OFFICIALS AND COMMUNITY LEADERS

<i>Response of officials and community leaders regarding the age of trainees</i>	<i>Officials N. 16</i>	<i>Community leaders N. 20</i>	<i>Total n-36</i>
1. Trainees between the age group 10-17 years	68.75	25.00	44.05
2. Trainees between the age group 18-24 years	31.25	60.00	47.02
3. Trainees above 25 years and below 35 years	00.00	15.00	08.03
TOTAL	100.00	100.00	100.00

Table 4.5 shows a peculiar contradiction between the statements of officials on the one hand and the community leaders on the other. While 68.8 per cent (11) of the officials reported that most of the trainees belonged to the age group 10 to 17 years, sixty per cent community leaders said that the majority of the trainees belonged to the age group 18 to 24 years. The diverse opinion of the two sets of respondents on the age group of trainees left the issue open to the research team. However, we arrived at the conclusion that whereas the trainees under the carpet-making trade were below 17,

the trainees under different other trades like *mudda* making, shoe-making, tailoring and cutting and cycle-repairing were above 17. While enquiring about the trainees who were below 17, the trainers informed the research team that the carpet making trade required small and thin fingers, which only boys of 10 to 17 age-group possess. As such for this trade, only boys of this age group were selected.

A question, concerning the educational qualifications of the trainees was also put to the same set of respondents, *i.e.*, officials and community leaders. The scores on this question are shown in Table 4.5.

TABLE 4.5 EDUCATIONAL BACKGROUND OF TRAINEES
ACCORDING TO OFFICIALS AND COMMUNITY LEADERS

<i>Educational qualifications of trainees according to the version of officials and community leaders</i>	<i>Officials No. 16</i>	<i>Community leaders N. 20</i>	<i>Total n-36</i>
1. Illiterate trainees	31.2	00.00	13.09
2. Trainees who could read and write	37.5	50.00	44.05
3. Trainees read upto middle class	25.00	45.00	36.01
4. Trainees having matriculation certificate	6.3	0.5	05.05
TOTAL	100.00	100.00	100.00

Table 4.6 reflects that majority of the trainees, according to officials and community leaders, were either illiterate or having no formal education. Only one-third trainees were middle pass as reported by the respondents. However, one official respondent said that some matriculates were also getting training under the TRYSEM scheme. When verified from the official files related to trainees, it was found that the responses of the officials and community leaders with regard to educational background of trainees were by and large correct.

TABLE 4.6 BLOCKWISE AND TRADE WISE BREAK-UP OF
TRAINED AND OF THOSE UNDER TRAINING

<i>Trades</i>	<i>Dholpur Block</i>		<i>Rajakhera Block</i>		<i>Total</i>
	<i>Trained</i>	<i>Under Training</i>	<i>Trained</i>	<i>Under Training</i>	
Tailoring and cutting	28	25	—	—	53
Carpet making	26	10	3	36	55
Shoe making	9	—	—	—	9
Mudda making	3	—	—	—	3
Cycle repairing	—	3	—	—	3
TOTAL	46	38	3	36	123

We tried to ascertain, in course of our field visit, whether proper representation to scheduled castes, scheduled tribes and also to women was given at the time of selection for training. An overwhelming majority of 91.3 per cent of respondents of all the four categories, *viz.*, officials, community leaders, trainers and trainees reported that due representation was given to these two categories. Their responses were corroborated by the fact that out of 46 sample beneficiaries, 18 belonged to scheduled caste. The blockwise break-up of scheduled caste sample beneficiaries is 10 for Dholpur and 8 for Rajakhera. Similarly, out of 46 sample beneficiaries, 8 were women. But in case of sample women beneficiaries, all the 8 belonged to the Dholpur block only. Any way, it is appreciable to note that officials were alive to their duty in selecting the trainees and gave proper representation to scheduled castes and women. However, the scheduled tribe beneficiaries were not there in the list of trainees, because their population in the area was very negligible. They constitute only 0.03 per cent of the total population of the blocks under study.

As mentioned in chapter two, there are altogether 221 villages in Dholpur block and 148 villages in Rajakhera block. As such we tried to know how many villages of

both the blocks were benefited by TRYSEM scheme till the time of our survey. Our survey reveals that youth of 35 villages of Dholpur block out of a total of 221 villages and of 9 villages of the Rajakhera block out of a total of 148 villages were benefited by the scheme by the end of March 1981. Thus it can be said that the trainees who either received training or were receiving training in trades were by and large representatives of the different villages of the blocks under study.

After going through the identification process of trades and trainees, we find that altogether 123 boys and girls were identified for training purposes till March 1981 in both the blocks, *i.e.*, Dholpur and Rajakhera. Out of this number, 49 were already trained and 74 were undergoing training at the time of our survey. The blockwise and tradewise break-up of trained and those under training is given in Table 4.6.

□

PERCEPTION OF OBJECTIVES

After independence several schemes were introduced by the Government of India for all round development of the rural community. National extension services and community development schemes may be regarded as the first step in this direction. When the system of planned development for the whole country was adopted, special care was taken during different planned periods to eradicate poverty and provide job facilities to rural masses. During all these years of planned development, several schemes like SFDA, MFDA, DPAP, IRD were adopted from time to time followed by several evaluation studies designed to assess the effectiveness of these schemes. During the last phase of the fifth five year plan, a significant effort was made to improve the conditions of the poorest of the poor. Training of rural youth for self-employment as a part of integrated rural development may be regarded as a definite step in this direction. No scheme can be said to be capable of yielding the desired result on its own however perfect the scheme qualitatively or otherwise. The success of the scheme depends, to a considerable extent, on the awareness of the officials, the community leaders and the beneficiaries regarding the schemes as also on their dedication, motivation and drive in the execution of the scheme. Since TRYSEM is a new and on-going scheme it was thought desirable to evaluate the degree of awareness of those directly or indirectly associated with this scheme. We tried to assess the perception of officials, community leaders and beneficiaries of the scheme with the help of a structured and guided question schedule intended to elicit information as to whether they had any knowledge of the objectives of the scheme and how these objectives could be achieved best. Separate questions were put to two categories (official and community leader) of respondents.

Questions like 'have you heard about TRYSEM, (community leaders)?', 'are you associated with rural development schemes IRD/TRYSEM' (officials), and 'do you know about IRD' (community leaders) were put to assess the awareness of the respondents about the scheme. The scores on awareness about the schemes are presented in Table 5.1.

TABLE 5.1 AWARENESS OF OFFICIALS AND COMMUNITY LEADERS OF IRD AND TRYSEM

Responses	IRD			TRYSEM	
	Officials N-16	Non-officials Community Leaders N-20	Comm- unity Leaders N-20	Official N-16	Community Leaders N-20
1. Aware	100%	70%		100%	80%
2. Not aware	—	30%		—	20%
TOTAL	100%	100%		100%	100%

Table 5.1 indicates that whereas all the officials were fully aware of the IRD and TRYSEM schemes, 30 per cent of the community leaders were not at all aware of the IRD. In case of the TRYSEM scheme also 20 per cent of the community leaders did not have any knowledge of any such programme.

In the course of our interview with the government officials both at the district and block level, we tried to know as to whether the officials had full knowledge of the objectives of all the schemes meant for rural development or they had the awareness of only the on going schemes. For this purpose we listed some of the schemes meant for rural development and tried to assess the perception of officials. Data at our command prove beyond doubt that even the officials had the awareness of objectives of only those schemes which were in operation. About other schemes, either they did not know or had faint memory.

Table 5.2 presents the clear picture of officials' awareness of objectives of different schemes meant for rural development.

In the course of further probing we asked the two categories of respondents, *i.e.*, officials and community

TABLE 5.2 AWARENESS OF OFFICIALS REGARDING DIFFERENT RURAL DEVELOPMENT SCHEMES OPERATING IN THE AREA

<i>Responses</i>	<i>Officials N-16</i>
1. SFDA, TRYSEM, IRD, ANTYODYA	31.25%
2. JRD, TRYSEM	25.00%
3. SFDA, TRYSEM	18.75%
4. IRD, SFDA, TRYSEM	25.00%
TOTAL	100.00%

leaders, to enlist the basic objectives of IRD/TRYSEM. The objectives enlisted by the two categories of respondents are as follows:

- (a) Economic development, full employment and removal of poverty;
- (b) To impart training in different trades and provide self-employment facilities;
- (c) Providing facilities for the growth of small scale cottage industries in rural areas; and
- (d) Resource mobilization in terms of infrastructures, training institutions and credit facilities.

Identification of different objectives by the two categories was scored and is presented in Table 5.3.

Since this training scheme is meant for the unemployed rural youth, we tried to assess the perception of beneficiaries who were receiving training under the TRYSEM scheme because the success of the scheme dependent on the understanding and the perception of the beneficiaries regarding the usefulness of the scheme. If they perceived the scheme to be useful it would have its spread effect on others in motivating them to join the training programme. The question put to the beneficiaries was : "what is your understanding about the TRYSEM scheme"? In course of the interview we also asked the beneficiaries to enlist the specific objective of TRYSEM as shown in Table 5.4.

TABLE 5.3 AWARENESS OF OFFICIALS AND COMMUNITY LEADERS REGARDING BASIC OBJECTIVES OF IRD AND TRYSEM

Responses	Officials N-16	Non-officials N-20	Officials N-16	Community Leaders N-20
1. Economic development, full employment, removal of poverty	87.5%	55%		
2. Providing self-employment in imparting training	—	—	37.5%	25%
3. Misusing unemployment	—	—	37%	25%
4. Growth of small scale industry as a means of self-employment	—	15%	25%	15%
5. Revitalise seek small scale industries	12.5%			
6. Resource mobilisation	—	5%		10%
7. No response	—	25%		25%
TOTAL	100%	100%	100%	100%

Some of the objectives mentioned by this set of respondents are as follows :

1. To impart training in different skill/trade and to provide an opportunity to rural youths for self-employment;
2. To diversify surplus manpower from agricultural sector to industrial, service and business sector; and
3. To help grow small scale industries in rural areas.

It is thus heartening to note that 100 per cent of the sample had the awareness of one or the another objectives of the scheme. Three explanations can be given for this high level of awareness among the beneficiaries. First, the unemployed rural youths perhaps joined the training courses

only after getting the full information, particularly, about the beneficial aspect of the scheme. Secondly, they might have been informed about the basic objectives of the TRYSEM by the field level officials of the block who act as the motivator in the area or the trainers themselves might have informed the beneficiaries about the objectives and usefulness of the programme in course of training. Thirdly, the beneficiaries generally discuss among themselves the various aspects of the scheme and thus they might have become familiar with the basic objectives of the scheme.

TABLE 5.4 PERCEPTION OF BENEFICIARIES REGARDING THE OBJECTIVES OF TRYSEM

<i>Responses</i>	<i>Beneficiaries N-46</i>
1. To impart training in different trades with a view to self employment	65.00%
2. To diversify surplus man power	23.9%
3. To establish small scale industry	10.9%
TOTAL	100.00%

After measuring the awareness of the respondents about the basic objectives of the TRYSEM, we tried to know the sources through which they came to know about TRYSEM and IRD. At the same time, we also tried to know as to whether the local level bureaucracy was alive to its responsibility, whether they supplied the guidelines of different schemes launched by the government to the community leaders and beneficiaries of the scheme, whether they motivated the common masses to come forward and join the scheme in the larger interest of the village community and in their own interest. At the same time we also tried to measure the interest of community leaders and beneficiaries in the schemes launched by the government from time to time. This can be judged only in terms of their awareness and keen interest to know in detail about the schemes. In this connection we attempted to assess whether the community leaders and beneficiaries simply kept the guidelines with them or they read it and judged the usefulness of the scheme from their

own point of view, whether they liked to comment on the adequacy/inadequacy of the objectives mentioned in the guidelines, and if the objectives were inadequate, did they come forward with some suggestion to make the objectives more sound and adequate, according to local needs and aspirations? These were some of the important aspects concerning the objectives of the schemes on which the perception of two categories of respondent (officials and community leaders) were obtained and are presented here in Table 5.5.

TABLE 5.5 PERCEPTION OF ADEQUACY AND INADEQUACY OF OBJECTIVES ON THE BASIS OF GUIDELINES

<i>Respondents' Responses</i>	<i>Officials N-16</i>	<i>Non-officials/ Community Leader N-20</i>	<i>Beneficiaries N-16</i>	<i>Total 36.1%</i>
1. Adequate	81.25%	—		36%
2. Inadequate	18.75%	100%		63.9%
3. D.K.	—	—	—	—
TOTAL	100%	100%		100%

After obtaining their opinion on the adequacy and inadequacy of the objectives, we further probed as to whether these schemes were well conceived. For this we also included the responses of the trainers in the composite Table as the trainers were, to some extent, the best judge of the usefulness of the scheme. The scores on this item are presented in Table 5.6.

TABLE 5.6 PERCEPTION OF OFFICIALS, COMMUNITY LEADERS AND TRAINERS ON THE OBJECTIVES OF TRYSEM AS TO WHETHER THEY ARE WELLCONCEIVED OR ILLCONCEIVED

<i>Respondents' Responses</i>	<i>Officials N-16</i>	<i>Community Leaders N-20</i>	<i>Trainers N-14</i>	<i>Total N-50</i>
Wellconceived	81.25%	40.00%	14.29%	46.00%
Illconceived	18.75%	35.00%	78.57%	42.00%
N.A./D.K.	—	25.00%	7.14%	12.00%
TOTAL	100%	100%	100%	100%

Table 5.6 reflects a contradictory picture, so far as opinions of different categories of respondents are concerned, majority of the officials (81.25 per cent) felt that the objectives of the TRYSEM as laid down in the guidelines were well-conceived. A very negligible number (18.75 per cent) of officials felt that they were not wellconceived. Two explanations, on the high scores of officials, can be given. First they were well educated and were aware of the day to day changes being sought with regard to rural development schemes and as such they felt that the objectives of TRYSEM were wellconceived. While preparing the guidelines for the new schemes to educate the people it is kept in mind that it should be clear enough so that the rural masses may have a clear knowledge about the usefulness of the scheme. Secondly, since the guidelines were the official documents prepared by some senior civil servants the lower level officials could not doubt the intelligence of their seniors and have felt that they were wellconceived. Even if they felt that it was not wellconceived, they did not dare to speak publicly against the document as it might be treated against the professional morality. However, there were some officials, of course, small in number, who felt that the guidelines were not wellconceived. But they failed to say as to why they were illconceived.

So far as the perception of community leaders is concerned, 40 per cent or 8 out of 20 felt that they were wellconceived and 7 (35%) were of the opinion that they were not wellconceived. The remaining community leaders could not say anything on this : Different explanations can be given to their mixed reply. Firstly, those community leaders, who may be regarded as treasury benchers and toe the lines of local level bureaucracy, without going into the details, felt that they were wellconceived. But the community leaders, who were out of formal power but commanded sizable influence on the community and were dissenters felt that they were not wellconceived. The community leaders, who come in the category of illiterates, expressed their opinions that they did not know any thing about the guidelines as to whether they were wellconceived or illconceived.

Contrary to above statements of officials and community

leaders, majority of trainers (11 or 78%) felt that the guidelines provided by the government on TRYSEM were not wellconceived. Only 2 or (14.29) of the trainers felt that they were wellconceived. Only one trainer or (7.14%) came in the category of D.K. An overwhelming majority of the trainers, who felt that the guidelines were not wellconceived, expressed their opinion on the basis of their personal experience, which they gathered during the course of imparting training to the trainees in different trades. Perhaps their opinion was based on the hinderances which came in the way of trainees in course of post-training facilities and lack of facilities in training institutions. They were of the opinion that though the guidelines were very sound on paper, but when looked into their practical aspects they were far from satisfactory. In their opinion, there were too many bottlenecks, which if not removed would not allow the desired goal to be achieved.

It is disheartening to note that in the opinion of the majority of trainers the guidelines were not wellconceived. But when they were asked to give some definite suggestions to improve the guidelines, they kept silent and offered no suggestion. This justified beyond doubts the old saying that it was easy to criticise anything but very difficult to put forward some suggestions.

We also tried to examine the extent of the dissemination of information by the officials and the trainers for the TRYSEM. This was done with a view to know the sincerity on the part of propagating machinery of the TRYSEM scheme as to how far they were sincere in popularising the scheme in rural areas. It may be mentioned that the government has prepared the brochures on TRYSEM, both in English and Hindi, for distribution among the officials, community leaders and also the beneficiaries of the scheme so that they might come to know about the scheme and popularise the same in their respective areas. The trainers and the officials were, therefore, asked whether they had received the detailed government instructions on TRYSEM and if so from which source. The answers to these two questions are presented in Table 5.7A.

TABLE 5.7A RECEIPT OF INSTRUCTIONS ON TRYSEM

<i>Respondents Responses</i>	<i>Officials N-16</i>	<i>Trainers N-14</i>	<i>Total N-30</i>
Yes	93.75%	50%	75.30%
No	6.25%	50%	26.70%

The Table shows that the overwhelming majority of officials (93.75%) admitted that they were having the detailed instructions on TRYSEM supplied by the government. There was only one official who frankly admitted that he had not received the detailed instructions on TRYSEM. However, it is alarming to note that only 50 per cent of the trainers had received detailed instructions. It is disappointing in the sense that the unemployed youths desiring to join the training programme come first only to the trainers. If these trainers themselves did not have the detailed instructions, how could they motivate the rural youths to join the training courses. Moreover, if they do not have the necessary knowledge about the scheme how can they teach the trainees about infrastructural and post-training facilities?

Two explanations can be given for this shoddy state of affairs. First, most of the trainers, who impart training in the field of different trades, were either illiterates or semi-literate and were not in a position to read the instructions and as such they did not think it necessary to have detailed instructions with them. Secondly, during the course of our field work, we noticed that there were a few recognised training centres, having their own educated instructors. Most of the training centres, in the area under study, were being run by master craftsmen. These mastercraftsmen were simply skilled artisans of their trades. In most of the cases these individual craftsmen were illiterate as such the printed instructions on TRYSEM, were useless for them.

The respondents, who replied in affirmative about having the detailed instruction on TRYSEM with them, were further probed to know the source from where they got the detailed instructions on TRYSEM? The answers of respondents on this are presented in Table 5.7B.

TABLE 5.7B RECEIPT OF INSTRUCTIONS ON TRYSEM

<i>Respondents' Responses</i>	<i>Officials N-15</i>	<i>Trainers N-7</i>	<i>Total N-22</i>
1. Ministry of Rural Reconstruction	6.67%		4.55%
2. District Magistrate	13.33%		9.08%
			22.72%
3. Project Officer	33.33%		59.09%
4. B.D.O.	46.67%	85.71%	
5. V.L.W.	0%	14.29%	4.55%
TOTAL	100.00%	100.00%	100.00%

It may be mentioned that Table 5.7B presents the responses of only those respondents who replied in affirmative in response to the question presented in Table 5.7A. Out of 16 officials, 15 responded in affirmative. And as such we wanted to know from them the source from where they obtained the detailed instructions on TRYSEM. If we look at the Table we find the clear cut reflection of bureaucratic hierarchy. Table 5.7B shows that out of 16 officials only one obtained the instructions on TRYSEM directly from the ministry of rural reconstruction. This clearly show that this particular official was supplied with the reading materials on TRYSEM by the ministry. We know that the ministry sends such materials by post to state governments, district and subdivisional headquarters. Similarly other officials, *i.e.*, remaining 14 obtained the instructions from their immediate seniors.

If we look at the Table 5.7B we find the similar trend with regard to trainers. Trainers were directly connected with and responsible to block level officials and as such the trainers, who responded in affirmative about the detailed instructions on TRYSEM, obtained the same from block level officials.

Connected to this aspect, a question was put to officials and community leaders as to whether their subordinates had any knowledge of the objectives of the TRYSEM. The

replies of the said categories of respondents are presented in Table 5.8.

TABLE 5.8 SUB-ORDINATES' KNOWLEDGE OF OBJECTIVES OF TRYSEM

<i>Respondents' Responses</i>	<i>Officials N-16</i>	<i>Community Leaders N-20</i>	<i>Total N-36</i>
Yes	57.50%	90%	88.89%
No	12.50%	10%	11.11%

Table 5.8 shows that the respondents coming into the category of officials and community leaders felt that an overwhelming majority of their subordinates had sufficient knowledge of the objectives of TRYSEM. However, in course of our interview with the subordinates, we observed that they had only a superficial knowledge about the TRYSEM. We made some deeper probes, with regard to specific objectives of the TRYSEM. But unfortunately they failed to satisfy us on that point. □

TRAINING PROGRAMME

One of the basic objectives of the TRYSEM scheme is to impart practical education and training in selected trades for generating self-employment in rural areas. As such, after identification of beneficiaries (trainees) under the present scheme, training courses in different trades like tailoring and cutting, carpet-making, shoe-making, *mudda*-making and cycle-repairing were started in Dholpur block on 17th December, 1979 and in Rajakhera block of Bharatpur district in June 1980. Training was being imparted through recognised training centres and individual master-craftsmen with the ultimate objective of providing wage-employment or the self-employment to the rural youths after they complete the training in various trades. The period of training was generally of three to six months, depending on the requirement of the trade. In the initial stage, altogether 123 trainees (84 in Dholpur and 39 in Rajakhera) were identified. Training in tailoring and cutting was imparted at two training centres (Dholpur) through master-craftsmen. In other trades like carpet-making, shoe-making, *mudda*-making and cycle repairing training was imparted through 18 individual artisans. At the time of survey (February-March 1981), out of the 123 trainees identified so far, 49 had already completed their training in different trades. The tradewise break-up was tailoring and cutting 28, carpet-making 9, shoe-making 9 and *mudda*-making 3. The break-up of trainees who were undergoing training was: tailoring and cutting 25 and carpet-making 46. The details of tradewise description of beneficiaries are as follows.

Tailoring and Cutting

Under the TRYSEM scheme, the training in tailoring and

cutting was provided to 53 trainees in three batches :

<i>Duration of Training</i>	<i>No. of Trainers</i>
From 17.12.79 to 16.4.1980	13
From 26.5.80 to 25.9.80	15
From 20.11.80 to 19.3.81	25

In Dholpur block the training in tailoring and cutting was imparted to 53 trainees (men and women) for a period of four months through master craftsmen at two training centres, namely, tailoring-training centre, panchayat samiti, Dholpur and tailoring centre, Mania. The trainees belonged to 10 villages of Dholpur block. During the course of survey, it was found that in Rajakhera block, training in tailoring had not yet been started, in spite of the orders and instructions of project-officer, Bharatpur. It was reported by the BDO (Rajakhera) that, due to certain inherent difficulties such as delay in identification of rural youths, delay in receiving grants and selection of master-craftsmen, training in tailoring and cutting was not started in the block. However, the BDO of Rajakhera reported to the research team that seven sewing machines were received by the panchayat samiti (Rajakhera) from district level authorities as a part of infrastructure for training purpose.

In connection with training programme in tailoring and cutting, it is striking to note that trainees (trained or under-training) did not receive cash stipend. It was reported that they received sewing machines (costing Rs. 600 each). The sewing machines were provided to the trainees from district authorities with the help of Punjab National Bank. The sewing machines were purchased from Singer Sewing Machine Company, Bharatpur. The cost of sewing machines were to be recovered from the four months' stipend (@ Rs. 100 per month) of the trainees together with a subsidy of Rs. 200 (@ 33%) from SFDA scheme. For providing sewing machines to the trainees, the district authorities devised a mechanism of taking the loan from Punjab National Bank, Bharatpur. Individual accounts of each trainee was opened with the bank and the subsidy amount (Rs. 200) was deposited

in the accounts of individual trainees from SFDA fund. It was further assured to the bank that the amount of stipend of Rs. 100 only would be deposited in the account of each trainee every month. An authority letter, on prescribed form, of the nature of no objection certificate was obtained from each trainee, at the time of selection itself. In this way, district authorities succeeded in providing sewing machine to each selected trainee.

At the time of our field visit, both the training centres at Dholpur block were lacking infrastructural facilities. The training centre at Mania was not at all equipped. Eleven trainees (ladies) were receiving training in tailoring and cutting under a mastercraftsman in a small shop owned by the ex-sarpanch. The ex-sarpanch had rented it out to the panchayat samiti, Dholpur at Rs. 50 per month. It was reported that the rent of the shop was borne by the trainees themselves at Rs. 4.50 per month each trainee. Due to inadequate infrastructural facilities, lack of instruments and raw material, training course was not conducted in a planned way. No travelling allowance was paid to the five trainees who belonged to distant villages. It was also observed that in the absence of amenities, full-time training course was not being run. No follow-up action was taken to strengthen the training centres by the authorities concerned. Training programmes were not linked with post-training facilities. However, it was encouraging to observe that 28 trained youths were engaged in tailoring occupation in their villages with the help of sewing machines which they received during their training period. At the same time trainees were receiving support from the fellow trainees, trainers, and officials. They were not fully aware about the post-training facilities under TRYSEM scheme. However, all of them reported that, after receiving the training, they were in a position to earn two meals for themselves and their dependents too.

Carpet Making

Training courses in carpet-making were arranged in 12 villages of Dholpur and Rajakhhera blocks. The training in carpet-making was imparted to 55 trainees in four batches

which is as follows :

<i>Duration of Training</i>	<i>Nn. Trainees</i>	<i>Block</i>
From 17.12.79 to 16.6.80	2	Dholpur
From 1.10.80 to 31.5.81	14	Dholpur
From 1.8.80 to 31.12.80	3	Rajakhera
From 3.9.80 to 31.3.81	36	Rajakhera

In three villages of Dholpur and 9 villages of Rajakhera blocks, the training in carpet making was imparted to trainees through 15 individual artisans. The period of training was of six months' duration. Out of 55 trainees identified so far in carpet-making, 6 had already completed the training. It is striking to note that in Rajakhera block the only trade-carpet-making was selected for training and 36 trainees were receiving training at the time of survey. In both the blocks, the selection of trades was made, keeping in view the felt needs of people. The trade of carpet-making was traditional one for these areas. It had its own traditional history and was best suited to the local needs. It was reported that both trainees and trainers were benefited by this training programme. It provided immediate opportunity of employment to the trainees as after acquiring skill in the trade, trainees started earning Rs. 5 to 10 per day as wage labour. It was also reported that after the completion of training the trainees were retained in training centres itself by the trainers due to acute shortage of skilled manpower. In this connection, it is bewildering to note that children below the age of 16 years were selected for the training course in carpet-making and as such child labour was being exploited in the name of TRYSEM scheme.

No infrastructural facilities were provided to the carpet-making industry, except in three cases of Purani village (Dholpur). In the above mentioned cases, the trained youths started handloom installations after getting a loan of Rs. 2500 each from the bank and a subsidy at the rate of 33 per cent from SFDA fund with the help of block officials. In other cases, individual businessmen of urban areas got employed the trained youths of carpet-making by providing them

all facilities such as installation of handloom industries and supply of raw material. The trained youths prepare the carpets for these businessmen and in return they get Rs. 500 to 600 per month. It is a progressive trade and the demand of finished goods was increasingly available in cities like Agra, Jaipur, and Gwalior for export. It is heartening to note that the trained youths were at least getting their bread due to this training facility under TRYSEM scheme. Since the trainees under this trade were mostly children, it was very difficult for them to establish their own trade after the training was over. No doubt, after acquiring the skill in the trade some of the trainees had applied for loan and subsidy for establishment of their own trade. But due to cumbersome procedure, indifferent attitude of officials and role of vested interests trainees were deprived of the post-training facilities available in the form of bank loans and subsidies.

Shoe-making

The training programme in shoe-making was in operation only in Dholpur block. This course was started on 17th December 1979 by an individual craftsman in two batches:

Duration of Course

No. of Trainees

From 17.12.79 to 16.6.80

3

From July 1980 to December 1980

6

The period of training was of six months duration. Nine trainees had already completed the training. During the course of training, each trainee was provided with a kit of instruments worth Rs. 100 and stipend of Rs. 100 per month. The trainers were given Rs. 300 per month as remuneration. As such, both trainees and trainers were benefited by the TRYSEM scheme. Soon after the training was over the trainers employed two trainees as paid artisans. Remaining seven trainees were engaged in self-employment ventures. No post-training facility was provided to the trainees in shoe-making.

Mudda-Making

Training course in *mudda*-making also was conducted only in Dholpur block and the period of training was of three months (October 1980 to December 1980) duration. Three trainees were trained and learnt the skill of *mudda*-making by the help of an individual artisan. During the course of training, no kit was provided to the trainees. Each trainee received Rs. 100 per month as stipend. After the training was over, the trainees were found engaged in making *muddas* in the shops of individual artisans. It was reported that they were earning Rs. 8 to 10 per day for preparing one *mudda*. No facility in the form of raw-material and post-training facility was provided to the trainees for enlarging the trade and become self-employed. However, it was heartening to note that the individual artisans were trying their best to get the trained youths settled in self-employed ventures at their own.

Cycle-Repairing

The training course in cycle repairing was started on February 16, 1981 in Mania village (Dholpur). The period of training was of three months duration. At the time of survey (February-March 1981) three trainees were noticed getting training under individual artisan. Each trainee was receiving Rs. 100 per month as stipend. The trainer was also benefited in the sense that he was getting three extra-hands, beside, an extra income of Rs. 300 per month as his remuneration for imparting training. In fact, both trainees and trainers were benefited out of the scheme. No in-training facility was provided to the trainees.

TRAINING PROGRAMME : AN ASSESSMENT

In order to evaluate the different training programmes conducted so far in Dholpur and Rajakhara blocks of Bharatpur district, it was necessary to have a first hand information about the experiences of trainees with regard to the training programmes and acceptability and suitability of training in a particular trade and also the reactions of the trainers, the trainees, the officials and the community leaders

with regard to this training programmes and the satisfaction derived out of it. Since the trainees had undergone training in different trades and had gained skill either through training centres/master craftsmen or through individual artisans, it was, therefore, worthwhile to study the perception of trainees about the functioning of training institutions, together with the perception of officials, community leaders and trainers with regards to the training facilities.

The analysis is based on the data collected from 96 respondents—officials (16), community leaders (20), trainers (14), and trainees 46. The 46 trainees (beneficiaries) were representatives of 19 villages of two blocks and five trades, viz., tailoring and cutting (13), carpet-making (25), *mudda*-making (2), Shoe making (4), and cycle-repairing (2). Detailed information on the different aspects of the problem was gathered and the validity of their statements, reactions, impressions, perceptions and attitude is analysed in the following pages.

Out of 123 trainees, 46 (a representative sample of 38 per cent) were interviewed to know their impression about the training programmes, course contents, duration of courses and type of training. Their views are presented below.

Course Contents

With regard to the course contents, majority of the respondents, i.e., 93.4 per cent reported that it had satisfactorily been designed and would be helpful in gaining the practical skill. 2.2 per cent of the respondents mentioned that course contents were satisfactory to some extent and the rest 4.4 per cent were of the view that course contents were not satisfactory at all.

Duration of the Course

The duration of the course in carpet-making was of six months, tailoring and cutting of four months and *madda*-making and cycle-repairing of three months. In this connection, 65 per cent of the respondents were of the opinion that duration of all the courses should be of six months and 26 per cent said that it should be of four months. There were hardly 9 per cent of the respondents who were of the opinion that

duration of courses should be of three months. Those who favoured long duration of training courses expressed that short-term training programmes would not yield any result and the trainees could not be fully equipped with the technical know-how of the trade.

Type of Training

As regards the type of training in different trades, it was reported by the majority of the respondents (87 %) that the training received by them were of practical in nature and was based on the principle of 'learning and doing'. Thirteen per cent of them did not respond to the question. It seems that they were unaware about the technicalities of the training which they had undergone or are undergoing.

In order to judge the credibility of the training programme at operational level, different respondents—officials, community leaders, trainers and trainees were asked: "Do you feel that the trade in which training is imparted to rural youths is best suited to the area?" In response to the question, majority of the respondents (90%) answered in affirmative saying that trades in which training was imparted, best suited to the area. Remaining 10 per cent were of the view that it was not best suited to the area. The variation in the observations of the respondents (officials, community leaders, trainers and beneficiaries) is given in Table 6.1.

TABLE 6.1 PERCEPTION OF RESPONDENT REGARDING THE ACCEPTABILITY OF TRAINING ACCORDING TO LOCAL NEED OF THE AREA

<i>Responses</i>	<i>Officials N-16</i>	<i>Community leaders N-20</i>	<i>Trainers N-14</i>	<i>Benefi- ciaries N-46</i>	<i>Total N-96</i>
Suited to the Area	100%	60%	93%	98%	90%
Not suited to the Area	—	40%	7%	2%	10%
TOTAL	100%	100%	100%	100%	100%

Table 6.1 shows that all the sample officials (100 per cent), trainers (93 per cent) and beneficiaries (98 per cent) perceived the training programmes to be best suited and acceptable

to the area. Forty per cent of the community leaders were critical of the training programmes. In their opinion training was not conducted in conformity with the needs and requirements of the area. This critical outlook of community leaders was due to their non-involvement and lack of understanding about the TRYSEM scheme operating in the rural area.

The officials, community leaders and trainers who thought that the training programmes were best suited to the local need and requirements, were further asked to express their opinion about the trades, separately in which training was imparted. The comparative picture of the various reactions of the respondents regarding the training programme is presented in Table 6.2

TABLE 6.2 REACTIONS AND IMPRESSIONS OF THE RESPONDENTS REGARDING TRAINING PROGRAMME

<i>Responses</i>	<i>Official N-16</i>	<i>Community Leaders N-20</i>	<i>Trainers N-14</i>	<i>Total N-50</i>
Will help in providing self-employment	25%	25%	35.7%	28.0%
Will help in extension of traditional trades	25%	20%	28.6%	24.0%
Selected trades will help in general the industrialization	31.2%	—	21.4%	16.0%
Beneficiaries will be learning and plan for their future	—	25.0%	—	10.0%
Training programme not well-designed to suit the local requirements	2.5%	—	14.3%	8.0%
No response	16.3%	30.0%	—	14.0%
TOTAL	100%	100%	100%	100%

Table 6.2 shows that majority of the respondents, i.e., 78 per cent had the positive response with regard to the training programmes. It is really interesting to note that the trainers (master craftsmen) were found to be more positive (87.7%) as compared to the officials (81.12%). The positive responses of the respondents reveal that the skill gained from

training programme were helpful in providing 'self-employment' and 'extending the traditional trades'. Among the different reactions towards the training programmes, trainers frequently mentioned that the training programmes in different trades were helpful in providing self-employment. Approximately, one third officials, 31.2 per cent were of the view that the selection of trade was made keeping in view the local needs and requirements. So far as the perception of community leaders with regard to acceptability of the trade is concerned, it was mentioned by them that they did not give any serious thought to it. They were concerned only with this much that trainees were being trained in a particular trade. This may be due to their halfhearted involvement in the TRYSEM scheme.

In the context of reactions of the trainers with regard to the present training programme, they (master craftsmen) were further asked: "What prompted you to take up the training work?" In response to this query 42.8 per cent of trainers mentioned that they undertook the training programmes just to help the rural youths in getting the self-employment and at the same time they would be earning more money by way of remuneration. More than one third of the trainers (35.7%) reported that by taking up the job they would earn more money and at the same time they would be helping the scheme to be popular in the area. Around 20 per cent of the master craftsmen reported that they would be utilising their leisure time and earning more than usual. They further explained that during office hours they would be providing training to the trainees and after that they would be doing their usual work.

In order to have a purposeful evaluation of the training programme under the TRYSEM scheme, it was considered necessary to ask the respondents (officials, community leaders, trainers and beneficiaries) about the standard of the training programme. A majority (68.8 per cent officials, 80 per cent community leaders, 88.7 per cent trainers and 100 per cent beneficiaries) of respondents were found to be satisfied with the standard of training. The percentage in the case of officials was a bit low in comparison to community leaders, trainers and trainees because they judged it

from a critical angle. The percentage in case of other three sets of respondents was quite high because they took the view that "something was always better than nothing". And as such they derived satisfaction whatever the trainees achieved out of this scheme. The higher percentage of dissatisfaction among officials as compared to community leaders and trainers, with regard to the standard of training was but natural due to the very fact that they were deeply involved in the technicality of the programme and formulation of the scheme. It is evident from the fact that one third of, specially, the higher officials were not fully satisfied with the standard of training.

It is striking to note that all the beneficiaries were satisfied with the standard of training. In Table 6.3 an attempt has been made to measure the degree of satisfaction of beneficiaries derived from this training programme.

TABLE 6.3 EXTENT OF SATISFACTION OF BENEFICIARIES WITH THE STANDARD OF TRAINING

<i>Responses</i>	<i>Beneficiaries N-46</i>
Satisfaction to a large extent	82.6%
Satisfaction to certain extent	10.8%
Satisfaction to some extent	6.6%
TOTAL	100%

Table 6.3 shows that a majority of the beneficiaries (82.6 per cent) derived higher degree of satisfaction from the standard of training. It is because the scheme was something unique in nature and they found an opportunity to solve the problem of unemployment by the scheme. As such, whatever experience was gained through training courses it provided satisfaction to the beneficiaries. The low degree of satisfaction of the beneficiaries, with regard to the standard of training, was though negligible but justified due to the fact that training centres lacked infrastructural facilities and trainees experienced apathy on the part of trainers towards training programme.

The above analysis of the responses about the training

standard presents a rosy picture. This reflects that training programmes—under TRYSEM scheme—were bound to set an example. The course contents, duration of training and methods of teaching were in conformity with the requirements of the trainees and the needs of the area. But in actual analysis, it was observed during the course of field visit, that no systematic effort was made to organise and conduct the training, programme in a proper manner. No set pattern of training, based on the scientific lines, was fixed. All the training programmes were conducted in a traditional style. However, as mentioned earlier, the trainees were satisfied as it was a unique experience for them. Moreover, this cannot be denied that TRYSEM has actually made some headway in the field of rural industrialization and had been a successful experiment.

After studying the perception of the respondents with regards to the standard of training, an attempt was made to assess the perception of respondents about the availability of equipment and working environment at the training centres.

The field study reveals that training centres were not fully equipped. Out of our four sets of sample, one hundred per cent of the beneficiaries, 80 per cent of the community leaders and 62.5 per cent of the officials had to admit that training centres were not well-equipped. It was also reported that there was acute shortage of trained staff, training materials and aids. Training buildings and other infrastructural facilities were also lacking at the training centres. However, 37.5 per cent of the officials and 20 per cent of the community leaders still thought that training centres were equipped and necessary requirements were fulfilled from time to time at the training centres.

Those who perceived that training centres were not well-equipped were asked to assign reasons for this and were also asked to suggest something to equip the training centres.

The main reason of not having a well equipped training centre, which is apparent from Table 6.4 was the lack of training material and trained staff. It has very well been recognised by officials, community leaders and beneficiaries. Due to the non-availability of trained artisans and master-

TABLE 6 4 REASONS FOR TRAINING CENTRES BEING DEFICIENT

<i>Responses</i>	<i>Official N-10</i>	<i>Community N-16</i>	<i>Beneficiaries N-46</i>
1. Lack of building trained staff and technical training	30%	43.7%	—
2. Lack of training material and trained staff	20%	12.0%	—
3. Lack of training material, trained staff and demonstration facilities (practical training)	30%	6.3%	100%
4. Delay in grants, absence of trained staff and lack of practical training	20%	38.0%	—
TOTAL	100%	100%	100%

craftsmen and the lack of infrastructural facilities such as building and training material, training centres were not functioning efficiently. This was frequently mentioned by the community leaders. Some of the respondents, community leaders (38 %) and officials (20%) were of the opinion that due to delay in the release of grants, the local government machinery was not in a position to equip the training centres. At the same time financial constraints come in the way of providing demonstrative materials to the training centres.

Functioning of Training Institutions

As stated earlier, training under TRYSEM was to be imparted in the selected trades which could generate self-employment in agricultural and allied sectors, small industries and service sectors. Apart from providing training facilities, the training institutions and organisations responsible for credit, marketing and other services were also supposed to provide the inputs such as subsidy and loan to the trained youths. Necessary information concerning training and reading materials were also to be provided to the trainers for providing market facilities. As a part of the programme trainees were supposed to keep close contact

with the training institution even after completion of their training. In this context, in order to assess the perception of trainees with regard to functions of training centres a question was asked : "What are the functions of the training institutions?"

In response to this question, all the respondents (beneficiaries) had to say that imparting training was the main function of the training institutions. Besides this, to provide training facilities, helping the beneficiaries in getting the loan and subsidy for settling in self-employment and also to find job opportunities for trained youths were some of the important functions of the training institutions. The perception of respondents (beneficiaries) about the functions of training institutions is depicted in Table 6.5.

TABLE 6.5 PERCEPTION OF RESPONDENTS ABOUT THE FUNCTION OF TRAINING INSTITUTION

<i>Responses</i>	<i>Beneficiaries N-46</i>
1. To impart training	60.0%
2. To impart training and provide training facilities	13.3%
3. To impart training and to provide guidance for loan and subsidy	13.3%
4. To impart training and to help in searching job opportunities	13.3%
TOTAL	100%

Table 6.5 shows that the perception of respondents regarding the main functions of training institutions was limited only to imparting training. There were hardly 13.3 per cent of the trainees who felt that to impart training should not be the only duty of the training institutions. They should also take care of the training facilities in the training institutions because proper training could not be imparted if the training facilities are not sufficient for the purpose. There were yet another set of 13.3 per cent of the beneficiaries who were very sensitive and felt that apart from imparting training and taking care of training facilities, the training institutions and trainers should also educate the beneficiaries

about the post-training facilities in terms of infrastructure, subsidy, loan, raw material and marketing facilities. The remaining 13.3 per cent of the respondents meaningfully felt that helping the beneficiaries in search of employment should also be the legitimate duty of the training institution/trainers. ☐

POST-TRAINING FACILITIES

Past experience in various rural development programmes not only in India but in many developing countries, has revealed that sectoral programmes taken up in isolation do not bring any lasting solution to the rural problems be it economic or social. Hence, considerable stress is being laid on the new concept of integrated rural development with a view to improving the quality of life in rural areas. Self-help and community participation thus assumes vital importance. The major focus of all the development effort is on the rural poor and disadvantaged group. The broad issues with regard to integrated rural development (TRYSEM), which attract the attention, are the training methods, course contents and post-training facilities.

Post-training facilities are of vital importance for the success or failure of any scheme. It is the post-training facility which provides incentives to the community in joining any on-going scheme. If youths are trained in a particular trade but are not provided with any post-training facility and are made to sit idle, their entire zeal, skill and energy acquired during the training will disappear in due course and the problem of unemployment will increase day by day. As such it is of vital importance that the trainees, after the training is over, be provided with necessary post-training facilities in terms of infrastructure, loan, credit, raw material and marketing facilities so that they may settle in their own trade and earn their livelihood and be self-sufficient. Only sufficient post training facilities can solve the problem of employment gradually and steadily.

After going through different aspects of TRYSEM scheme the focus of this chapter is on post-training facilities in the area under study. Since it is a new and on-going scheme, we tried to assess the overall impression of the officials, the community leaders, the trainers and the trainees about the

post-training facilities in the area with regard to TRYSEM scheme with the help of structured and guided questionnaire. Their impressions on different aspects of post-training facilities are presented below.

The first point which attracts the attention of a researcher is whether the persons involved in the implementation of a particular scheme and the persons who are to be benefited by that scheme have sufficient knowledge about the facilities which the scheme is likely to provide. Before going into the details of different post-training facilities, we tried to assess the awareness of the officials, the community leaders, the trainers and the trainees about the post-training facilities. We wanted to know whether they know in all about the post-training facilities or not. To obtain this information following questions were asked to the different categories of respondents :

- (i) After their training is over trainees are supposed to get post-training facilities in terms of infrastructure, credit, loan raw materials and marketing facilities. Have you any knowledge about this? (officials and community leaders).
- (ii) What sort of arrangements have been made by your institution with regard to training link with post-training services, *i.e.*, subsidy, credit, marketing facilities? (trainers).
- (iii) How far the present training programme has been linked with the post-training services such as : subsidy, credit, and marketing? (trainees)

The responses of different categories of respondents to above mentioned questions were scored and are presented in Table 7.1.

It is obvious from the table that none of the respondents knew in details about all sorts of post-training facilities mentioned in the guidelines. When asked about the different items of post-training facilities they could mention only a few of them. They did not know about all the facilities available under the post-training programme. It is disheartening to note that as many as 43.75 per cent (or 42)

TABLE 7.1 AWARENESS OF RESPONDENTS (POST-TRAINING FACILITIES)

<i>Responses</i>	<i>Officials N-16</i>	<i>Community Leaders N-20</i>	<i>Trainers N-14</i>	<i>Benefi- ciaries N-46</i>	<i>Total N-96</i>
Credit	48.25%	—	14.29%	19.56%	15.63%
Credit/subsidy	6.25%	—	28.57%	23.91%	16.67%
Credit, raw-materials, marketing facilities	2.25%	—		4.35%	6.25%
Credit, raw materials	12.50%	—		8.7%	6.25%
Loan, raw material, marketing facilities		5%			1.04%
Credit/loan		35%			7.29%
Loan raw material,		15%			3.12%
Loan		—			
No facility	31.25%	45%	57.14%	43.48%	43.75%
TOTAL	100%	100%		100%	100%

of all the sections of respondents did not know at all about the post-training facilities. The category wise break-up is : officials 31.25 per cent (or 5), community leaders 45 per cent (or 9), trainers 57.14 per cent (or 8) and the beneficiaries 43.48 per cent (or 20). Thus as many as 2.25 per cent of the officials did not know about the availability of post-training facilities. In a country like ours where the literacy rate in rural areas is very low, the officials were supposed to act as a friend philosopher and guide of the rural community. If the guide himself was not knowing the things which he had to propagate among the masses, no substantial impact can be expected from the scheme in ameliorating the conditions of the rural masses. Similarly, about fifty per cent of the community leaders and more than fifty per cent of the trainers did not know about the facilities available under the post-training programme. The awareness of trainees about the post-training facilities is also far from satisfactory as about 44 per cent (or 10) of the beneficiaries did not know anything about it. When beneficiaries themselves do not know about the facilities which they are going to get after the training is over, how can they get themselves settled in self-ventures.

Two explanations can be given for such a sad state of affairs. First, either the respondents have not been served with the guidelines of TRYSEM, circulated by the government or even if the guidelines were circulated they did not care to go through the guidelines. Secondly, there is a general impression all over the country that the local level bureaucracy hardly takes pains to read the instructions and the guidelines and propagate the same. For information generally, they depend on their seniors. As regards community leaders, it can be said that, basically, either they are illiterate or semiliterate and as such they do not have the full knowledge of the scheme. In most of the cases, training in the area under study is imparted by individual craftsmen who are virtually illiterate skilled labourers. They do not know more than how to handle the machine and how to prepare the design, under such a situation they are not properly equipped. Whatever they know about the post-training facilities, they know it through officials who frequently visit the training centres and sometimes they make the trainers and the trainees aware about the post training facilities. In case of trainees it can be said that only those trainees, who have got some education, know something about the post-training facilities. The illiterate trainees' knowledge of post-training facilities is based on the knowledge supplied by the trainers and officials who visit the training centres frequently.

With regard to the post-training facilities, we tried to judge the awareness of the respondents and made a deeper probe by asking about the specific facilities. For example, we put specific questions concerning infrastructural facilities to all the categories of respondents. It was thought essential because they had only a vague knowledge about it and as such specific questions to a particular item may bring home more information with regard to awareness of the respondents.

The awareness of respondents about the post-training infrastructural facilities are presented in Table 7.2.

Table 7.2 gives revealing facts on particular item of infrastructural facilities. In Table 7.1 we have seen that nearly 43 per cent of the respondents had no knowledge about the post-training facilities. But here we find that as

TABLE 7.2 KNOWLEDGE OF INFRASTRUCTURAL FACILITIES

<i>Responses</i>	<i>Officials N-16</i>	<i>Community Leaders N-20</i>	<i>Trainers N-14</i>	<i>Beneficiaries N-46</i>	<i>Total N-96</i>
Yes	68.75%	53%	64.29%	91.30%	76.04%
No	18.75%	45%	21.43%	8.70%	19.79%
D.K.	12.5%	—	14.28%	—	4.17%
TOTAL	100%	100%		100%	100%

high as 68.75 per cent, 55 per cent, 64.29 per cent and 91.30 per cent of the officials, the community leaders, the trainers and the trainees respondents were aware of the post-training infrastructural facilities. The reason is that the trade of tailoring is very popular in the area under study. In almost all the training centres, the number of trainees is very high. And in the name of post-training infrastructural facilities machines are provided before they start the formal training. As we know, out of stipend amount and government-subsidy (33 per cent) the sewing machines are purchased and are given to trainees. After the training is over, the machine becomes the personal property of the trainees which they take to their home and earn their livelihood. The respondents of all the categories know this fact and that is the reason that majority of them replied in affirmative about post-training infrastructural training facilities. The negligible percentage of respondents who replied in negative mostly belongs to the group of passive expectators. The trainees who replied in negative belong to that section of trainees who are getting training in carpet making and *mudda* making. These are the trades in which question of post-training facilities arise only when their training is over. During the period of training they do not bother to know about post-training infrastructural facilities.

The most important aspect of the post-training facilities is the market potential of the area. We know very well that the basic objective of the TRYSEM scheme is to provide self-employment to the rural youths by imparting training in various trades. After the completion of training they are supposed to be engaged in the production of goods and

services in which they have been trained, sell it in the market and earn their livelihood. But the question arises as to whether there is a good market facility from where they could purchase the raw material, produce the goods and sell it in the market? If the consumption of goods prepared by youths, is not possible in the area, how can they sell it and get the return of their money which they have invested in preparing such goods? As such it is essential that the training to rural youths should be imparted in such trades which have market potential in the area.

Keeping above facts in view we structured such questions to know the reactions of the respondents about the marketing facilities with regard to a particular trade. Following questions were asked to different categories of respondents to know their opinion about the marketing facilities in the area under study.

- (a) Do you feel that goods prepared by the youths (after the training is over) will have a good market potential in the area? (officials, community leaders and trainers).
- (b) Whether the identification of training programme (particularly in your case) has been worked out keeping in view the local need and market potential? (trainees).

The scores of above mentioned questions are presented in Table 7.3.

TABLE 7.3 LOCAL MARKET POTENTIAL OF THE GOODS PREPARED

<i>Responses</i>	<i>Officials N-20</i>	<i>Community Leaders N-20</i>	<i>Trainers N-14</i>	<i>Benefi- ciaries N-46</i>	<i>Total N-96</i>
Positive	87.5%	90%	71.43%	93.48%	88.54%
Negative	12.5%	10%	28.57%	6.53%	11.46%
TOTAL	100%	100%	100%	100%	100%

A look at the above table reveals that as many as 87.5 per cent, 90 per cent, 71.43 per cent and 93.48 per cent of

the officials, community leaders, trainers and trainees respectively replied in affirmative that the trades in which rural youths are imparted training have their market potential in the area. It is a good thing that calculated steps are taken in the direction of self-employment keeping in view the market potentialities for the goods prepared by the rural youths, who are getting training at the present moment. Only a negligible section of the respondents, *i.e.*, 11.46 per cent were of the opinion that the trades in which the training is imparted to unemployed rural youths have no market potential in the area under study. They might be holding this view because tailoring is the most popular trade in which training is imparted and as such they feel that tailoring does not have a very good prospect. They are of the opinion that in a small village if the number of trained tailors is very high they will not get so much work to maintain their families. In such a situation either they want to go to towns for seeking job in their trade or they have to depend on the other sources of livelihood.

We made a deeper probe in the problems of marketing facilities with the community leaders in order to know whether government agencies are alive to the problem of providing the proper marketing facilities to the trainees when they enter into their trade after completing the training. In some cases community leaders enter into collusion with local level bureaucracy in day to day functioning of local development agencies. In such a situation the evaluation of any scheme, by minority though not always free from prejudices carry some special weight. As such we tried to know the reactions of the community leaders separately on the marketing facility in the area. For this we asked them whether they felt that proper marketing facilities would be provided to the trainees when they start their own trade?

This question was asked because some trainees in the area had already completed their training and were about to be engaged in self-employment. It was, therefore, thought desirable to know the problems they are facing while entering into self-ventures, particularly, with regard to marketing facilities provided by local development agencies to them.

The scores on this item are presented in Table 7.4A.

TABLE 7.4A COMMUNITY LEADERS' VIEW ON MARKETING FACILITIES

<i>Responses</i>	<i>Community leaders N-20</i>	<i>Percentage</i>
Marketing facilities available	8	40
Marketing facilities not available	12	60

Table 7.4A reflects the views of community leaders with regard to marketing facilities being made available to the rural youths who had already completed their training and entered in self-ventures. It is seen that a majority of 60 per cent community leaders feel that proper marketing facilities are not made available to the beneficiaries of the scheme who have started their own trade. Only a minority 40 per cent were of the opinion that rural youths who have entered in self ventures after their training are provided with all sorts of marketing facilities for enhancing their trade prospects.

Those community leaders who felt that adequate marketing facilities were not provided to the beneficiaries were further asked to indicate the reasons which come in the way of rural youths with regard to proper marketing facilities. The reasons assigned by them are presented in Table 7.4B.

TABLE 7.4B COMMUNITY LEADERS' PERCEPTION OF THE REASONS OF INADEQUATE MARKETING FACILITIES

<i>Responses</i>	<i>Community leaders N-12</i>	<i>Percentage</i>
Proper market not available	3	25
Banks do not cooperate with beneficiaries	3	25
Officials incharge do not provide adequate help with regard to credit, loan, etc.	3	25
Lack of the infrastructural facilities	3	25

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It is interesting to note that the possible problems which the rural youths, are likely to face have been pointed out by the community leaders. They have altogether enlisted four problems. But again it is interesting that all the four reasons together have not been mentioned by any community leaders. A set of 3 community leaders mentioned one problem and remaining three problems were mentioned by yet another three sets consisting of three each. Out of 12 community leaders who were of the opinion that proper marketing facilities are not available to these rural youths who have completed their training, three mentioned that there were two good markets in the area from where these youths could purchase the raw materials for their trade. But there was no sufficient demand for the goods prepared by them. Three out of 12 were of the opinion that banks did not cooperate with the beneficiaries in providing them loans. Credits and loans, the beneficiaries could get, only with the help of local officials but unfortunately local officials did not cooperate with beneficiaries in getting the credits and loans. And the fourth set of three community leaders felt that sufficient infrastructural facilities were not available to the beneficiaries. On the whole it can be said that the community leaders' perception of different problems of marketing facilities faced by the beneficiaries was based on the experience of the post-training rural youths who often narrate before them.

Similar questions were also put to the trainers in order to testify the statements of the community leaders regarding their assessment of the problems of marketing facilities faced by the post-training beneficiaries. One specific question was asked to the trainers as to whether the local officials cooperated with the post-training beneficiaries in getting the post-training facilities. Answer of the trainers on this particular point is scored and presented in Table 7.5A.

The Table shows that a minority of only 35.71 per cent of the trainers felt that the officials were cooperating with the post-training beneficiaries in getting them settled in self-employment after training. But a majority of 64.29 per cent felt that the officials' attitude towards post training beneficiaries was not helpful and as such beneficiaries of the

TABLE 7.5 A TRAINERS PERCEPTION OF OFFICIALS COOPERATION WITH TRAINEES WITH REGARD TO POST TRAINING FACILITIES

<i>Responses</i>	<i>Trainers N-14</i>	<i>Percentage</i>
Yes	5	35.71
No	9	64.29
TOTAL	14	100

scheme who have already been trained faced a lot of problems with regard to post-training facilities especially, at the level of officials.

64.29 per cent or (9) of the trainers who expressed such opinion were further probed to enlist the problems which the beneficiaries faced at the hands of local officials. The problems enlisted by this group of respondents are presented in Table 7.5B.

TABLE 7.5B NON-COOPERATING ATTITUDE OF OFFICIALS

<i>Responses</i>	<i>Trainers N-9</i>	<i>Percentage</i>
Officials showed little interest in the success of schemes	2	22.22
If interested indulge in favouritism	2	22.22
Do not help in getting loan and subsidy	3	33.33
If ready to help, demand bribe	2	22.22
TOTAL	9	100

Table 7.5 B reflects that in the opinion of 14 trainers, officials were not cooperating with the trained beneficiaries of the scheme in some form or the other. Some of the respondents (2) without assigning any definite reason said that the local officials were not interested at all in the successful implementation of the scheme. But remaining pointed out the area in which officials do not cooperate with the opinion that if at all officials cooperate, they generally indulge in some sort of favouritism or demand bribe for sanctioning the loans and subsidies. The trainers' opinion thus corrobor-

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rated the feeling of community leaders that the trained beneficiaries were facing a lot of problem in settling in self-employment after the completion of the training.

After knowing the opinions of community leaders and trainers with regard to post-training facilities we turned towards the beneficiaries to know their view points on this. One specific question was asked to beneficiaries as to whether they felt or visualised any difficulty or problem with regard to subsidy, loan and credit at the hands of block level officials and bank employees. The responses of trainees to this question are presented in Table 7.6A.

TABLE 7.6A DIFFICULTIES FACED BY THE TRAINEES WITH REGARD TO SUBSIDY, CREDIT AND LOAN

<i>Responses</i>	<i>Beneficiaries N-46</i>	<i>Percentage</i>
Yes	12	26.09
No	26	56.52
D.K.	8	17.33
TOTAL	46	100

Out of 46 beneficiaries twenty-six said that they did not visualise any difficulty in getting subsidy, credit and loan at the hands of block and bank officials. Eight constituted the category of DK. and said that they were getting the training at the present moment in a particular trade and did not think at all about the difficulties, which they could face after training is over, with regard to subsidy, credit and loan.

However, 12 trainees out of 46, on the experience of those beneficiaries who had already completed training, visualised or expected to face problems in this regard at the hands of block and bank officials. Their reactions are presented in Table 7.6B.

The Table reflects that out of 12 respondents, who visualised some problems in getting loans and subsidies, felt that they might face some problems when they apply for the loans to the banks. Their opinion is based on their past experiences of the functioning of public institutions. They felt that corruption is rampant in every walk of life in

TABLE 7.6B PROBLEMS EXPECTED TO BE FACED BY BENEFICIARIES

<i>Responses</i>	<i>Problems with regard to</i>	<i>Beneficiaries N-12</i>	<i>Percentage</i>
At the hands of Bank employees	Loan	6	50
At the hands of Block officials	Subsidy	3	25
At the hands of Bank Employees and Block officials both	Loan	3	25
TOTAL		12	100

India. And as such they felt that at the time of getting loans to settle in self ventures they might be asked to pay some tips to bank employees in getting their loans released. At the same time they also informed that they felt like this only because some of the trained beneficiaries faced such problems at the hands of bank employees. Such trained beneficiaries got their loans released only after giving some tips to bank employees.

Similar opinion was expressed by 3 respondents about block officials with regard to subsidy. They said that they are supposed to get 33 per cent subsidy of the total loan for settling in self ventures, from the block development office. But what happens that whenever you approach the block officials, instead of helping you they put some technical difficulties in your way. Those technical difficulties are not removed unless and until you pay some tips to them. In this regard they narrated some cases of the trainees of previous batch who had already completed their trainings and faced the difficulty at the hands of block officials in getting the amount of subsidies released.

Out of 12 respondents of this category 3 said that for getting loan you have to approach both the block officials and banks. There were some formalities which are to be observed at both the ends. And as such if you really wanted to get the loan sanctioned and released you have to please both

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the masters. As a matter of fact in the opinion of respondents both the bank employees and block officials collaborated in this practice and tried to harass the beneficiaries at their end. Something should be done in this regard so that loans were made easily available to the beneficiaries.

Keeping all the difficulties, faced by beneficiaries, in view we asked for some suggestions with regard to post-training facilities from them. The following question was asked : Based on your experience as beneficiary of TRYSEM scheme, what suggestion would you like to offer with regard to post-training facilities ?

The suggestions offered by the beneficiaries are presented in Table 7.7.

TABLE 7.7 SUGGESTIONS OF BENEFICIARIES WITH REGARD TO POST-TRAINING FACILITIES

<i>Suggestions</i>	<i>Beneficiaries N-46</i>	<i>Percentage</i>
1. Raw materials should be supplied at control rate	20	43.48
2. Efficient service is required on the part of officials and banks with regard to loan credit and subsidy	10	21.74
3. Proper marketing facilities should be made available to beneficiaries	10	21.74
4. No suggestion	6	13.04
TOTAL	46	100

If one looks at the Table he finds that suggestions made by the beneficiaries are worth considering. Actually these are the areas in which improvements are highly sought for. If the beneficiaries are supplied with sufficient raw materials, they could prepare more and more goods and earn profit out of prepared goods and could leave a better life. It is not the question of supplying raw materials in sufficient quantity but it should be made available at the controlled rate. What happens, at present, that for raw material the beneficiaries have to depend on the local traders who charge

the prices of the raw materials at their sweet will with a result that it provides nominal benefit to the beneficiaries. If there is a public delivery system of raw materials at the controlled rate the beneficiaries will face no problem with regard to availability of raw materials. As a result they will concentrate their energy on quality production at a large scale and can earn their livelihood in a more respectable manner. As such the first suggestion made by them that raw materials should be made available to them at the controlled rate is quite genuine and realistic too. The rural development agencies should seriously think on this problem and should provide the raw materials at the controlled rate to the beneficiaries.

Their second suggestion is with regard to honest and efficient services on the part of block level officials and banks which grant loan to the beneficiaries. In a society like ours, where corruption and favouritism have become the usual phenomena, the suggestions put forward by the beneficiaries deserve special attention. If they are assured of better, honest and efficient service at the end of block officials and bank employees, half of their problems are solved. It had been the experience of some beneficiaries, who had already completed their training, that they had to move from pillar to post for months together to get the loans and subsidies sanctioned and released. As such some mechanism should be developed which could ensure the beneficiaries of better facilities and honest and efficient service with regard to sanctioning and releasing the loans and subsidies.

The last suggestion, which the beneficiaries had to offer, was with regard to marketing facilities. They were of the opinion that the goods prepared by them had no sufficient demand in the local market and as such they were not in a position to prepare fresh goods unless their previous stock of prepared goods was sold out. In this connection they had to suggest that the government should take guarantee of consumption of goods prepared by them. In this regard, in course of interview, they suggested that there are some goods, such as tailored clothes, carpets, *Mudda*, etc., prepared by them, which could come in official use. If such items are purchased by the local government agencies, at least for

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official use, much of their problems concerning marketing facilities could be solved.

As an impartial observer, if we go into the matters and limitations of the suggestions offered by the beneficiaries with regard to post-training facilities, we find that they are worth considering. If we, really, are interested in the future career of unemployed youths of rural areas, providing only the training facilities to them is not enough. Something concrete should be done in the direction of providing them raw materials, easily available loan facilities and proper marketing facilities so that they could really embark upon a career of self-employment and could be self-dependent. □

IMPLEMENTATION

After studying different aspects of TRYSEM scheme such as identification of trade, trainers and beneficiaries, perception of objectives, the training programme and the post-training facilities, we tried to examine the implementation of the scheme and the benefits derived out of it. As such the focus of this chapter is on the perception and assessment of implementation of the scheme in the area under study. All of us know that the success of any on-going scheme largely depends on its successful implementation which requires energy, skill, zeal and effective mobilisation of all resources—human and material. Naturally our concern, here, would be on the operational dynamics of implementation of the TRYSEM scheme.

Effective participation of all, officials, community leaders, trainers and the Target groups, for whom the scheme has specially been designed, is of vital importance. This is one of the important aspects of policy implementation as only through effective participation we can strive to eradicate poverty and to provide gainful self-employment to the target groups. In this context a study of the steps taken in the direction of effective implementation of TRYSEM scheme is highly called for. The crux of the problem lies in the perception of the respondents as to whether they are fully satisfied with the steps taken in the direction of successful implementation of the scheme or they have to suggest something in this direction.

COORDINATION

The first thing, which attracts our attention, is the problem of coordination and mutual understanding among different functionaries engaged in the task of implementation. If there is perfect coordination and mutual understanding among

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different levels of bureaucracy on the one hand, and among officials and community leaders on the other, there is no point that the scheme would not be implemented successfully and the goal not achieved. Sometimes there is misunderstanding and distrust among the different sets of functionaries responsible for the implementation of any scheme, which results into apathy towards duty, non performance and negative approach. As such in the following lines we shall be studying such a sensitive aspect of the problem which is vital to the success of the scheme. To evaluate the problems of mutual understanding and coordination, we posed a problem before the officials and community leaders as to whether they were fully satisfied with the coordination mechanism in connection with the implementation of the TRYSEM scheme. The replies of two sets of respondents are presented in Table 8.1.

TABLE 8.1 COORDINATION—ASSESSMENT OF RESPONDENTS

(Figures in percentage)

<i>Responses</i>	<i>Officials N-16</i>	<i>Community leaders N-20</i>	<i>Total N-36</i>
1. Perfect coordination among officials	60	35	47.5
2. Perfect coordination between officials and community leaders	50	30	40
3. Coordination among officials is satisfactory to some extent	38	60	49
4. Coordination between officials and Community leaders satisfactory to some extent	75	50	62.5
5. Coordination at both the levels not satisfactory at all	25	40	32.5

NOTE : The number of officials and community leaders add up more than 16 and 20 respectively; the percentage also exceeds 100 per cent because a number of respondents belonging to both the categories of respondents expressed their opinions on more than one item.

So far as the coordination mechanism is concerned, Table 8.1 presents quite interesting picture with regard to coordination among officials. The two sets of respondents

had to express two different views. While an absolute majority of 60 per cent of the officials expressed that there was a perfect coordination among the officials with regard to implementation of the scheme, only a minority of 35 per cent of the community leaders shared this view. Similarly, as against 50 per cent of officials only 30 per cent of community leaders expressed the view that there was mutual understanding and coordination between the officials and community leaders.

A majority of as high as 70 per cent of community leaders expressed that there was no coordination at all between the community leaders and government officials with regard to implementation of the scheme. They had their reasons to think like that. In their opinion the officials were egoistic and thought it beyond their dignity to consult the community leaders in the implementation of development scheme, with a result that the selection of trades and location of training centres were made according to whims and caprices of officials without caring for the local needs and convenience of trainees and trainers. Again, according to these community leaders the officials used to behave in autocratic manner. The community leaders also felt that the officials did not maintain coordination with them because of the fear frequent interference of community leaders in their wrong assessment of the situation and highhandedness.

About 75 per cent of officials, on the other hand, had to say that the coordination, with regard to implementation of the TRYSEM scheme, between officials and community leaders, was to some extent satisfactory. They were of the opinion that the officials try to implement the scheme in close coordination with the community leaders and to this end they maintained close contact with the community leaders and sought their opinion, with regard to implementation of scheme as and when it was required. However, they had to say that sometimes it became difficult for them to maintain harmony with the community leaders as they often asked for some sort of favour in selection of beneficiaries, leaving aside the norms and criteria for selection. In this context, if the officials refused to oblige them they used to level all sorts of allegations against the officials. At the same

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time, they had also to say that in certain cases the community leaders proved to be stumbling block against the trainees in getting loans from the banks and subsidy from the block. The above analysis proves beyond doubts that there was hardly any working cooperation between the officials and the community leaders because each of them thought about the other as the devil of the scene.

It is also striking to note that 25 per cent of officials and 40 per cent of community leaders felt that the coordination mechanism at implementation level was not satisfactory at all. The junior level bureaucracy felt that their seniors treated them as the 'irrand boys' and had no confidence in them. The junior level bureaucracy was of the opinion that they did not have any say at all in decisional matters at the implementation level. The VLWs and patwaris reported that some trades like smithy, electrical fitting and stone cutting had good employment generating potential but in spite of their repeated recommendations these trades were not selected by the higher officials for training purposes.

Similarly, some outspoken community leaders (40%) were very much critical of the coordination mechanism. In their opinion there was nothing like coordination at implementation level of the scheme. They had to say that, right from identification of trades and beneficiaries to post-training facilities, coordination between officials and community leaders on the one hand and among the different ranks of officials on the other, was absolutely lacking. They reported that no proper survey was conducted before the selection of trades and beneficiaries for training. While selecting the trades and trainees, the local level bureaucracy had no effective voice in final decisional matters. They were simply asked to present their view points before the BDO. The BDO with the help of block level committee finalised everything and forwarded the final list of trades and trainees to the district level committee chaired by the district project officer for its final approval. The district committee without going into the merits of individual cases acted on its whims and approved the list with slight modifications here and there.

At the same time, during the course of training the

district authorities never visited the training centres located in remote rural areas. However, they often visited the training centres located in urban areas and the centres which had approach road. Similar was the case with regard to the setting up of training centres and providing for post-training facilities to the trainees. Because of the lack of coordination the training centres were languishing and the trained youths were found moving from pillar to post to get post-training facilities.

So far as coordination between the officials and community leaders is concerned in the opinion of the community leaders, it did not exist even for the name sake. In all matters, concerning the implementation of scheme, only the sarpanchas of the two blocks were consulted. They too were not taken into confidence. Since the VLW and the patwaris work in close collaboration of sarpanchas, they were consulted only on a few occasions but their voice and suggestion did not carry any weight. No other community leader, except the sarpanch, was associated effectively with the implementation of the scheme.

This gloomy picture was presented only by a small minority of officials and community leaders. As stated above majority of the two sets of respondents were of the opinion that the coordination mechanism at implementation level was by and large satisfactory. Moreover, keeping in view the functioning of local administration and its relations with the community leaders, it can be said that more often than not the minority view presented the real picture of the existing situation. As such some improvement with regard to coordination among the different ranks of officials, on the one hand, and between officials and community leaders, on the other is highly called for in the proper and effective implementation of the TRYSEM scheme. Suggestions for improvement in coordination mechanism are given at a later stage, especially, in the chapter of "Observations and Suggestions".

IMPLEMENTATION STEPS

After evaluating the coordination mechanism, we turned our attention towards implementation steps taken so far with

regard to the TRYSEM scheme and tried to judge the awareness of the respondents on this aspect of the problem. For measuring the awareness with regard to implementation steps we confined our queries only to two sets of respondents, *i.e.*, officials and the community leaders because the awareness of these two sets of respondents is of special importance in the field of integrated rural development. A problem was put to these two sets of respondents that whether they were aware of the steps taken by the government in the direction of the implementation of the TRYSEM scheme. The replies of the two sets of respondents are presented in Table in 8.2A.

TABLE 8.2A AWARENESS OF OFFICIALS AND COMMUNITY LEADERS ABOUT THE IMPLEMENTATION STEPS TAKEN

(*Figures in percentage*)

<i>Responses</i>	<i>Officials</i>	<i>Community leaders N-20</i>	<i>Total N-36</i>
Aware	87.5	80.0	83.8
Not aware	12.5	20.0	16.2
TOTAL	100.00	100.00	100.00

If one looks at Table 8.2A, one would find a very bright picture about the awareness of officials and community leaders with regard to implementation steps in connection with the TRYSEM scheme. It is clear that an overwhelming majority of officials (87.5%) and community leaders (80%) reported that they were aware of the steps so far taken in the direction of implementation.

Only a negligible minority of officials (12.5%) and community leaders (20%) reported that they were not aware of the steps taken for the implementation of the TRYSEM scheme. It may be a possibility that this negligible section of officials had no connection with this aspect of rural development administration. Similarly, it might also be possible that the community leaders, who reported about their unawareness, comprised of that section of the rural leadership which had zeal to work for the betterment of their community.

These two sets of respondents were further probed to know whether they knew precisely the specific steps taken in the implementation of the scheme. Both the officials and the community leaders were asked: "If you are familiar with the steps taken so far with regard to the implementation of the TRYSEM scheme, please mention some of the definite steps taken in this direction."

The replies of the two sets of respondents are presented in Table 8.2B.

TABLE 8.2B AWARENESS OF OFFICIALS AND COMMUNITY LEADERS WITH REGARD TO DEFINITE STEPS TAKEN IN THE DIRECTION OF IMPLEMENTATION OF THE SCHEME

(Figures in percentage)

Responses	Officials N-14	Community leaders N-16
1. Identification of training ventures	14.3	—
2. Appointment of Training Staff	14.3	—
3. Provision of infrastructure for training	14.3	—
4. Due publicity of Training Programme	14.3	—
5. Selection of Trainees	28.6	75
6. Identification of Trades	14.3	25
TOTAL	100	100

A look at Table 8.2A presents quite interesting picture. The officials and the community leaders, who were aware of some of the definite steps taken towards the implementation of scheme, when asked to reveal the same, did not mention about all the steps taken in this direction.

Seventy-five per cent of the community leaders said that trainees were selected for imparting training in different trades and 25 per cent informed that before the start of the training, certain trades were identified for training purposes. They expressed their unawareness for other steps like identification of training centres, provision of infrastructural facilities, appointment of trainers and publicity of the scheme in the area. The Table presents a realistic picture of the awareness of the community leaders with regard to implementation steps. The community leaders were not well educated and

as such their knowledge was limited. Their awareness was limited to the steps which were of direct concern to them. They simply knew that some rural youths had been selected for training and were being trained in a particular trade.

As regards the officials' awareness of different implementational steps, they were supposed to know about all the steps taken so far in this direction as they were actively associated with the implementation of the scheme. But if we look at Table 8.2B, a very disappointing picture emerges. Of course, all the steps which are supposed to be taken, with regard to implementation of the scheme, were mentioned by the official respondents. But unfortunately none of them mentioned about all the steps listed in Table 8.2 B. Out of 16 official respondents, 14 mentioned that they were aware of the steps taken so far in connection with the implementation of the scheme. But when specifically asked about particular steps, they mentioned only one item. This proves beyond doubt the awareness of officials towards different steps in the direction of the implementation of scheme, like the community leaders, was limited. At least the officials are supposed to know in detail about the different steps. But in final analysis it is disappointing to note that the officials were lacking in their knowledge about implementational aspect of the TRYSEM scheme.

IMPLEMENTATION AND GOAL ACHIEVEMENT

The basic objective of the TRYSEM scheme is to train rural youth in different trades according to the need of the area and settle them in self-employment. This scheme is based on the philosophy of learning and doing. It is growingly felt that the desired goals could be achieved only by successful implementation of the scheme. As such we tried to know the views of officials, community leaders and trainers on this aspect of the scheme. Following question was asked to three sets of respondents to know their understanding about the usefulness of the scheme.

Do you feel that the objectives of TRYSEM, if implemented properly would bring desired effect on employment opportunities in rural sector?

The views of the respondents are presented in Table 8.3.

TABLE 8.3 IMPLEMENTATION AND EMPLOYMENT OPPORTUNITIES

<i>Responses</i>	<i>Officials</i>	<i>(Figures in percentage)</i>	
		<i>Community leaders N-20</i>	<i>Trainers N-14</i>
Yes	100	100	92.8
No.	—	—	—
D.K.	—	—	7.2
TOTAL	100	100	100

It is encouraging to note that almost 100 per cent of the respondents of all the three categories were of the opinion that successful implementation of the scheme would bring desired effect on job opportunities in the rural sector. Only one respondent, belonging to trainer category, replied in negative. It was because he was uneducated skilled artisan and as such might not have understood the nature of our query.

In this connection the officials and community leaders were further asked to indicate the way the implementation of the scheme would help the rural youths. The replies of these two sets of respondents are presented in Table 8.4.

TABLE 8.4 THE WAYS THROUGH WHICH RURAL YOUTHS WOULD BE HELPED BY THE SUCCESSFUL IMPLEMENTATION OF THE SCHEME

<i>Responses</i>	<i>(Figures in percentage)</i>	
	<i>Officials N-16</i>	<i>Community leaders N-20</i>
1. Rural youths would be trained	50	40
2. Rural youths, after training would be in a position to settle in their own trade	18.75	40
3. The scheme would reduce the problem of unemployment among rural youths	12.50	20
4. Rural youths would be helped in establishment of Rural Industry	18.75	—
TOTAL	100	100

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Table 8.4 contains the suggestions regarding different ways through which the unemployed rural youths could be helped after the successful implementation of the scheme. However, majority of both the categories of the officials (50%) and the community leaders (40%) felt that if the scheme was implemented sincerely and honestly the rural youths could be trained in different trades. When they were once trained they could be in a position to earn, at least, two meals for themselves and their dependants.

The problem of rural unemployment is growing day by day with the increase in population. 18.75 per cent of the officials and 40 per cent of the community leaders felt that if the TRYSEM scheme was implemented successfully, in due course, it would certainly reduce the problem of unemployment in rural areas by way of providing opportunities to rural youths to settle in self-employment schemes.

On the whole the assessment of community leaders and officials with regard to usefulness of the scheme after its proper implementation seemed to be quite realistic. Some of them remarked that every scheme introduced by the government was good but much depended on how it is implemented. They further pointed out that the cooperative scheme was also very good but it failed because it was not properly implemented. Similarly the TRYSEM scheme was very useful and unique. If the officials and the community leaders cooperated each other in its proper implementation, there was no reason why it could not solve the problem of rural unemployment.

The effective implementation of any scheme largely depends on efficiency, honesty and impartiality of government officials. They are supposed to be the ear and eye of our rural community. As such we tried to assess the views of the community leaders, trainers and the beneficiaries as to how far the government officials were efficient and impartial in implementation of the scheme. To measure this value we put following question to three sets of respondents, *i.e.*, community leaders, trainers and beneficiaries :

Do you feel that the government officials, engaged in the implementation of TRYSEM scheme, are efficient

and impartial?

The score on the reply of three sets of respondents are presented in Table 8.5.

TABLE 8.5 PERCEPTION OF CUMMUNITY LEADERS, TRAINERS AND TRAINEES ABOUT EFFICIENCY AND IMPARTIALITY OF GOVERNMENT OFFICIALS

(Figures in percentage)

<i>Responses</i>	<i>Community leaders N-20</i>	<i>Trainers N-14</i>	<i>Beneficiaries N-46</i>	
Efficient and impartial	70	71.5	87	80
Not impartial and efficient	30	28.5	4.3	15
So. So	—	—	8.7	5
TOTAL	100	100	100	100

Table 8.5 presents a peculiar picture which does not correspond to the impressions of community leaders and trainees about the officials mentioned earlier. On certain issues this set of respondents expressed its opinion about the behaviour and the style of working of officials which was not appreciative at all. As for example on the issues like cooperation and mutual-understanding between the officials and other sets of respondents, this set reported that officials did not cooperate with them.

But when asked about the efficiency and impartiality on the part of officials, the same set of respondents had very high opinions about the officials. Of course, it presented a contradictory picture but it was obvious. We know that TRYSEM is a recently introduced completely new scheme. Any new scheme, provided new impetus and energy to the agency incharge of implementation. A new and on-going scheme, at its early stage, provided initiative and drive among the officials as they had to impress upon the government and the senior officials that the scheme was running smoothly and successfully in their areas. As such it was but natural that officials showed special interest in the scheme which reflected in their efficient and impartial action.

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To explain it further a hypothesis may be developed that higher the education and social status greater the degree of judging the performance of officials. In view of the hypothesis, it can be said that since the respondents were not well educated and belonged to average strata of society, they might not have conceived the nature of our query. It may also be possible that on the basis of the hectic activities in the implementation of TRYSEM scheme on the part of officials, they might have got the impression that the officials were efficient and impartial.

However, such an encouraging picture was presented in greater percentage by trainees (87%) and trainers (71.5%). Since the trainees and the trainers had to depend largely on the officials during the course of training, they might not have been in a position to criticise the officials openly. Moreover, even after the training was over, the trainees had to depend on the officials for subsidy and bank loan to settle in self ventures. And as such they might have preferred to speak high of officials' efficiency and impartiality. Almost a similar trend was noticed in case of overall impression of trainees and trainers about the officials. But speaking so high of officials on the part of community leaders (70%) was really something unusual. Often, it so happens that to get some favour community leaders praise the officials, particularly, at the local level.

However, if we take an impartial view of what Table 8.5 reflected, really it was quite encouraging to note that the local level government officials tried to project their efficient and impartial image among the rural masses.

IMPLEMENTATION AND THE BENEFICIARIES

Since the scheme has specially been designed to train rural youth and to settle them in self-ventures in rural sector, it was desirable on our part to enquire from the beneficiaries about the implementation effect of the TRYSEM. To assess the overall impression of the beneficiaries with regard to implementation of the scheme following question was asked to them :

What benefit you have derived from the implementation of the TRYSEM scheme?

The replies of respondents are presented in Table 8.6.

TABLE 8.6 BENEFIT DERIVED FROM THE IMPLEMENTATION OF SCHEME

<i>Responses</i>	<i>Beneficiaries N-46</i>	<i>Percentage</i>
1. Skill and stipend	22	47.8
2. Skill and sewing machines	12	26.1
3. Skill, kits and stipend	3	6.5
4. Skill and loan	6	13.1
5. Skill and employment	3	6.5
TOTAL	46	100.00

Table 8.6 reflects that all the 46 sample beneficiaries were benefited by the TRYSEM scheme. The beneficiaries listed some of the benefits which they received during and after the training programme of tailoring and cutting and reported that they were benefited in two ways. First, they acquired skill in tailoring and cutting and, second, they received sewing machine so that they could earn something to maintain their dependants. They did not mention about the stipend. But it has already been mentioned in the chapter on "Training Programme" that the trainees under this particular trade were supplied with sewing machines at the time of the start of training programme itself. The machine costed Rs. 600 each. Out of this, Rs. 200 was given by the government as subsidy and remaining Rs. 400 was to be deducted from the stipend amount of the trainees at the rate of Rs. 100 per month. Since the training programme in tailoring and cutting was of four months' duration, the stipend amount at the rate of Rs. 100 per month came to the total of Rs. 400 only which was taken as the cost of machine by the Punjab National Bank from where the loan was taken to purchase the machines. This was the reason that the

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trainees falling under this group, did not mention about the stipend.

Remaining 34 beneficiaries listed some other benefits apart from stipend. 6 beneficiaries listed loan as one of the benefits, which they derived from the implementation of the scheme. These were the beneficiaries who had completed their training and were settled in self-ventures with the help of government subsidy at the rate of 33 per cent and bank loan. In the categories of the trained beneficiaries, 3 were those who did not apply for loan after completing their training as they got employment. Most of such trainees belonged to the carpet making trade. The trainees under shoe making and cycle-repairing scheme, apart from being paid a stipend of Rs. 100 per month, were supplied with tool kit needed in their trade.

In the final analysis of the benefits derived out of the implementation of the TRYSEM scheme by the beneficiaries we come to the conclusion that implementation of the scheme has left definitely a good impression of the target groups. This is the reason that the number of trainees swelled in various courses.

The guidelines on TRYSEM provide that officials should approach the trainees during the course of training and should seek their opinion as to what they intend to do after the training. In the fitness of the things they are supposed to motivate the beneficiaries to start their own trade with the financial help in the form of subsidy and bank loan and should settle in self ventures. We wanted to know from the beneficiaries engaged in training under different trades, as to whether the officials followed the directives of guidelines in its letter and spirit and approached them in this regard. To obtain information from the beneficiaries on this aspect following question was asked to them :

Did the officials, engaged in the implementation of TRYSEM scheme, ever approached you during the course of training and sought your opinion with regard to the trade in which you want to settle after the completion of the training?

The replies of beneficiaries are presented in Table 8.7.

TABLE 8.7 OFFICIALS' APPROACH TO BENEFICIARIES

Responses	Beneficiaries N-46	Percentage
1. Officials did approach	31	64.4
2. Officials did not approach	8	17.4
3. No response	7	15.2
TOTAL	46	100.00

Table 8.7 indicates that officials were alive to their duty and approached the trainees regarding their future plan after the training. 61.4 per cent of the trainees reported to the research team that officials did approach to them and inquired from them as to whether they wanted some employment after training or they were planning to settle in self-employment. Not only this, according to these respondents officials motivated them to start their own trade and assured them of all helps in getting the subsidy and loan so that they could settle in self ventures.

However, a minority of 8 (17.4%) reported that officials never approached them in this regard, 7 (15.2%) did not say anything to this specific query.

After obtaining the views of beneficiaries on above mentioned item, we tried to know from them as to what steps they were likely to take with regard to self-employment after training. This question was asked only to know as to whether trainees joined the training only because they would be getting a stipend of Rs. 100 per month for a particular period or they were really interested in getting themselves settled in self venture after acquiring skill and post-training facilities like loan and subsidy. The scores on this are presented in Table 8.8A.

Table 8.8A shows that 33 out of 46 sample beneficiaries reported that they wanted to settle in self employment after the training was over. The tradewise break up of the beneficiaries who wanted to settle in self-venture is as follows: 11 (84.8 %) sample beneficiaries out of 13, who were being trained in tailoring and cutting, reported that they would like

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TABLE 8.8A PLANNING TO SETTLE IN SELF-VENTURE AFTER TRAINING

<i>Trade</i>	<i>No. of beneficiaries trade-wise</i>	<i>No. of beneficiaries who plan to settle self ventures</i>	<i>Percentage trade-wise</i>
1. Tailoring and cutting	13	11	84.00
2. Carpet making	25	20	80.00
3. Shoe making	4	—	—
4. <i>Mudda</i> making	2	—	—
5. Cycle repairing	2	2	100.00
TOTAL	46	33	

to settle in their own trade. They reported that they would be applying for loan and subsidy immediately after their training was over and would be investing that money in starting their own enterprises. Similarly, 20 (80%) trainees out of 25, receiving training under carpet making, expressed the view that they would like to settle in self-venture. At this stage it is worth mentioning that some of the rural youths, who had completed their training in carpet-making, were settled in their own venture with the help of loan and subsidy and were earning a handsome amount. Again 100 per cent trainees under cycle repairing scheme reported that they would like to start their own cycle repairing shop after the training.

A negligible minority of sample trainees reported that they would not like to start their own business rather they would prefer to search a job for themselves in that particular trade in which they had been trained. They must had their own limitations with regard to settling in self-ventures. The research team observed that this particular set of sample beneficiaries belonged to landless families. They were under the impression that they would not be in a position to get loan as it required surety and nobody would like to stand surety for them. And as such under the compelled circumstances they left thinking in terms of settling in self-venture.

Those enterprising rural youths (sample beneficiaries), who reported to settle in self-ventures were further probed as to what extent they were determined and what expectations they had in such venture. We posed the problem before them as to what amount they intended to invest in their trade and what monthly income they expected in return. This problem was posed to test their realistic assessment of the trade in which they acquired skill and wanted to settle. Settling in self-venture required a lot of confidence and determination to work hard without caring for the initial problems supposed to be confronted in the way of implementation of their ideals into reality.

Some of the responses of such beneficiaries are presented in Table 8.8B.

TABLE 8.8B TOTAL AMOUNT PROPOSED TO BE INVESTED IN PROPOSED TRADE AND EXPECTED MONTHLY INCOME

<i>Amount to invest in rupees</i>	<i>No. of beneficiaries N-33</i>	<i>Percentage</i>	<i>Expected monthly income</i>
Rs. 1000	5	15.00	Between Rs. 200 to 300
Rs. 1001—2000	2	06.06	Between Rs. 200 to 400
Rs. 2001—3000	1	03.03	Between Rs. 300 to 500
Rs. 3001—4000	24	71.8	Between Rs. 300 to 500
More than Rs. 4000	1	03.03	Between Rs. 400 to 600
TOTAL	33	100.00	

Table 8.8B shows that 25 out of 33 such beneficiaries proposed to invest a sum between Rs. 3000 to Rs. 4000 in the proposed trade and expected a return of Rs. 300 to 500 per month. When asked as to explain the basis of why they replied in the range of Rs. 300 to Rs. 500 about the expected return, they offered the valid reason for that. In their opinion one could not expect the same return round the whole year. It all depended on the market demands of this estimated return, which is never steady and goes on fluctuating.

The respondents (15%) reported that they intended to invest Rs. 1000 only and expected a return of Rs. 200 to

Rs. 300 per month. There was only one overenthusiastic youth who intended to invest more than Rs. 4000 in the proposed trade and expected a return in the range of Rs. 400 to Rs. 600 per month.

If we examine the validity of the statements of the beneficiaries on the basis of cost-benefit analysis, it seems to be quite realistic. And as such it proves beyond doubt that the beneficiaries, who proposed to start their own enterprises, were quite realistic in their assessment of possible income expected to be derived from the proposed trade.

SUGGESTIONS FOR BETTER IMPLEMENTATION

After analysing different aspects of implementation and respondents' views we wanted to know their suggestions regarding a better implementation of the TRYSEM scheme. It was felt desirable because of the fact that the trainees might have experienced hinderances which might have come in their way during the course of training and they might be better placed to suggest for future improvement. Therefore, we asked the beneficiaries to suggest ways and means of bringing about better improvement in the implementation of the scheme.

The suggestions put forward by the beneficiaries for further improvement as a part of implementation strategy are presented in Table 8.9.

Based on their personal experience, the trainees put forward certain suggestions for improving the training programme which seemed to be quite relevant and realistic. In course of our field visit it was observed that some training centres were lacking in infra-structural facilities and by no way they could be called as training centres. As such 5 out of 46 sample beneficiaries suggested that adequate infrastructural facilities be provided to the training centres. There were some trades which required availability of kit bags. But the research team when visited the training centre was informed that there was no provision for kit bags. At the same time we were informed by the trainees that stipend amount was too meagre to maintain the monthly expenditures. In the light of above facts trainees were asked to put forward some suggestions. 11 out of 46 sample

TABLE 8.9 SUGGESTIONS BY BENEFICIARIES FOR BETTER IMPLEMENTATION OF TRAINING PROGRAMMES IN FUTURE

<i>Suggestions</i>	<i>Beneficiaries N-46</i>	<i>Percentage</i>
1. Provision for adequate infrastructure in training centres	5	10.89
2. Amount of stipend be increased and instruments of particular trade (kit) be provided	11	23.91
3. Adequate provision for raw material and marketing facilities be made	3	06.52
4. During the course of training trainees be provided boarding and lodging	6	13.14
5. Subsidy and loan should be easily available to the trainees	15	32.50
6. No response	6	13.04
TOTAL	46	100.00

beneficiaries suggested that to run the training programme in a better way, the stipend amount be increased and every trainee should be provided with a kit bag.

We also met the rural youths who had already completed their training and asked for their suggestions. They indicated that the raw materials were not available and there was nothing like marketing facilities. In the light of these difficulties, 3 out of 46 sample beneficiaries suggested that to make this scheme a success raw materials should be made available to them on controlled rate and proper marketing facility should also be provided.

There were about some 6 sample beneficiaries out of 46 who commuted 8 to 10 miles every day to attend the training programme and faced a lot of difficulty on the way. As such this set of beneficiaries suggested that provision for boarding and lodging for the trainees be made in the training centre so that they could be in a position to devote maximum time to the training programme. Similarly, 15 out of 46 sample beneficiaries suggested that the loans and subsidies should be easily made available to them so that they could settle in self-venture after the completion of their

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training. According to them, the present modes of releasing of loans and subsidies were highly complex and required a lot of energy for moving from this end to that end. As such the rules in regard to sanctioning of loans and subsidies be relaxed. It should be so arranged that the trainees should get the amount of loan and subsidy in the training centres itself on the day they completed their training. This would avoid unnecessary delay in getting the loans and subsidies and they would return to their homes with a sense of achievement and would strive hard to start their own enterprise.

However, there were 6 out of 46 sample beneficiaries who had nothing to suggest on an effective implementation of training programme in future. Any way their number was quite limited and they might had their own reservations to suggest something for better implementation of training programme.

On the whole it could be said that the suggestions put forward by the sample beneficiaries are worth considering and if they are taken into account, the training programme could be improved in future.

The most important aspect of any policy implementation is its monitoring. It is expected that the officials should visit the places where the programme is well in progress, frequently and monitor it. By doing so they would be in a position to know the difficulties faced by the manpower engaged in the implementation of scheme and would try to solve their problems. The research team was reported by the beneficiaries that on certain occasions the block level government functionaries used to visit the training centres and supervised the progress in training programmes. Sometimes they also asked the beneficiaries about the problems which they generally faced. In the light of frequent visit of training centres by the officials, we wanted to know from the beneficiaries the follow up action, if any, taken by the visiting officials. The scores on the replies of sample beneficiaries are presented in Table 8.10.

Table 8.10 presents a pathetic picture with regard to the follow up action taken by the officials to improve the training facilities and standard of training. Only 10 sample respon-

TABLE 8.10 FOLLOW UP ACTION TAKEN BY OFFICIALS

<i>Action taken</i>	<i>Beneficiaries N-46</i>	<i>Percentage</i>
1. Grants sent to training centres	5	10.89
2. Arrangement of training for master craftsmen	5	10.89
3. No follow up action taken	36	78.22
TOTAL	46	100.00

dents out of 46 reported that some follow up action was taken in the form of increasing the grants to training centres and making arrangements for refresher courses for trainers. A majority of as high as 78.22 per cent of (36) the sample respondents reported that no follow up action was taken by the officials to improve the working conditions in training centres even after the monitoring of the training programme by them.

However, no alarming view should be taken of this state of affairs as all of us know that administration is a complex phenomena and it takes its own time in completing the necessary formalities with regard to the follow up actions. We also discussed the problem of follow up action with the officials informally. They, in course of informal chat, reported that they were very much alive to the problems faced by trainees and training centres and they had also written to their seniors to take some suitable steps to improve the working conditions in the training institutions. In this connection the research team was informed by the officials that based on their personal observation of training programmes, they had suggested some definite steps to their seniors for improving the condition of the training centres. They further informed that, to the best of their knowledge, the senior officials were doing something in this direction and training facilities would be improved in near future. □

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OBSERVATIONS AND SUGGESTIONS

OBSERVATIONS

During the course of survey in Dholpur and Rajakhera blocks of Bharatpur district (Rajasthan) it was observed that the TRYSEM scheme was in operation since December, 1980. For the execution of this special scheme, no separate administrative agency was established. The BDO was supposed to be the coordinator of the TRYSEM scheme at the block level. As such, with the help of the extension officer of agriculture (EOA) and the group secretary (VLW) the work of TRYSEM was started in the area of which the BDO was an overall incharge. However, it was also observed that at operational level, the functionaries, who were already badly preoccupied with other developmental works including the Census (1981) enumeration. The implementation programme of TRYSEM was mixed up with other programmes—SFDA, MFDA, Antyodaya, etc. and, for all practical purposes, project officer of SFDA at the district level was made responsible for the proper execution of the scheme. The work of plan-formulation of TRYSEM was done at the district level. However, details of the scheme were worked out at the block level.

Our experience of field visit is that adequate propaganda and publicity was not given to popularise the scheme of TRYSEM in the remote rural areas of the blocks under study. The most important task of identification of beneficiaries (Rural Youths) at local level was entrusted to the group secretary (VLW), patwari and sarpanch of the area. In this connection it was noticed that no proper survey was conducted before identification of the beneficiaries. At the grass-roots level the group secretary (VLW) with the help of Patwari (revenue officer) and sarpanch of the area prepared a

tentative list of beneficiaries under different trades to be selected for training programmes. The tentative list prepared by the said local level functionaries was verified at the block level and was finally approved by the district authorities. However, in spite of such detailed procedure of identification the final choice of selection and rejection of beneficiaries remained in the hands of the VLW of the area concerned. Consequently, many eligible and needy rural youths were deprived of the benefit to be derived out of the scheme. Since it is a ongoing scheme, the identification work is still going on in the area. It is bewildering to note that children below the age of 16 years were selected under TRYSEM scheme, particularly for the training courses in carpet-making and cycle repairing. During the course of survey, no youth in the age group of 25 to 35 years was found to have joined the TRYSEM scheme. This was due to the fact that youths of higher age group were preoccupied with the responsibilities of economically and with earning the sustaining for their dependants. However, they were ready to spare the young boys of their families for training courses. As stated above, it was observed that in certain trades like carpet-making and cycle-repairing there was a great demand for children who could do the skilled work in a better way with their little fingers.

Since the programme of TRYSEM was new and very little work had been done in the area, people hardly understood the dynamics and usefulness of the scheme. The objectives of the TRYSEM scheme were perceived by different sets of respondents in different ways. However, the broad objectives of the scheme as perceived by them were eradication of poverty and providing opportunities for gainful self-employment. For them, TRYSEM meant nothing more than getting training in a particular trade and earning a stipend of Rs. 100 per month. Beyond that they did not think about the scheme. Very few of them had the knowledge of post-training facilities. Our field experience shows that lack of publicity, spatially situated poverty stricken rural masses, indifferent attitude of community leaders and apathy of officials were mainly responsible for the people's unawareness of the TRYSEM scheme. However, slowly but gradually rural youths have begun to develop a sense of participation in

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the TRYSEM scheme. During the course of the survey it was observed that the trainees were taking keen interest in their training programme and were planning to start their own trade in a more determined manner.

The observation of training centres revealed that they were not fully equipped. No infra-structural facilities were available in the training centres. There was a complete lack of technical knowhow with regard to rural industrialization. Individual craftsmen, in different trades, were imparting training and that too in the traditional style. The working condition in training centres was far from satisfactory. Moreover, individual craftsmen were not found to be sincere towards their duty. People's participation is the central theme of any development scheme meant for rural area but due to the lack of enthusiasm as a result of backwardness people were not found to be craving for the development of their area. During the training period, in certain trades, individual craftsmen often used to exploit the services of trainees for their personal ends. However, in certain trades, trainees strived hard to establish their trade soon after completing the training. But being adolescent, ignorant and ill-educated, they could not develop bargaining power and were being exploited at the hands of local traders and artisans.

For in-training facilities, the rules permit to provide raw-material and training kit to the trainees but such facilities were not provided to the trainees. Only in tailoring training centre at Dholpur, raw material-clothes and a few instruments were supplied to the trainees by the block officials. With regard to retaining of finished goods by the trainees, no clear cut instruction was given and as such they were being stored in the block office. Our further enquiry with officers revealed that according to the latest instructions of the district project officer, the finished goods were to be retained by the trainees. Our field experience shows that the TRYSEM scheme has been taken as a kind of relief measure by the villagers in the direction of self-employment. In the opinion of trainees, some preparatory work should be done before the start of the actual training and duration of training courses should be extended to a minimum of six months.

To put our assessment blockwise, no systematic attempt

was made to popularise the TRYSEM scheme in Rajakhhera block. At the time of selection of blocks, district level authorities informed to the research team that 70 trainees (beneficiaries) were selected for training in six trades namely carpet-making (36), tailoring and cutting (7), shoe making (10), blacksmithy, (3) and potmaking (14) in the said block. But after visiting the said block for field work it was found by the research team that the training course was started only in carpet-making under many individual craftsmen in Rajakhhera block. Explaining the reasons for this, the block level officials reported that the grant-in-aid was released very late to this block. As such, programmes under TRYSEM scheme were hampered. The trainees who had already completed their training were left at the mercy of local carpet merchants, who had monopolised the trade in the area. The local merchants provided the necessary input to the trained youths and asked them to prepare the carpets for them for which they were paid an amount of Rs. 600 approximately per carpet. Being a criminal area, the trained youths of the Rajakhhera block were subjected to all sorts of threats and exploitation. As regards officials' involvement in programme implementation, it is worth mentioning that in spite of the receipt of seven sewing machines from district authorities the training course in tailoring and cutting could not be started. During the course of survey, it was observed that no in-training facilities such as raw materials and equipments for conducting the training course in carpet making was provided to the trainees. Due to delay in the release of grants, the stipend to trainees and remuneration to trainers were given after three months. Similarly, no step was taken to provide post-training facilities. Different agencies connected with the TRYSEM scheme were not fully cooperative with the beneficiaries. For example, lead banks were supposed to provide loan and credit facilities to the already trained youths. But unfortunately there was no lead bank in Rajakhhera block to provide loans to them. In the absence of coordination between different departments and development agencies the trainees were not in a position to enjoy full benefit of the scheme. Communication gap was also noticed between the officials and the beneficiaries.

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It is also astonishing that even after 33 years of our independence the attitude of village power group has not changed. In the area under study the rich and influential group of the society did not want to see the development of the rural poor. They were found to be more keen in retaining the old order and social stratification of the society. They were apprehensive of the fact that changed social order and affluence of lower strata of the society might tell upon their existing superior social status in the society. During the course of survey it was found that many youths trained under TRYSEM scheme were working as wage earners under the local artisans and master craftsmen. Only in three cases of Purani village (Dholpur) a loan of Rs. 2,500 with a subsidy of 33 per cent from SFDA fund was released to trainees for establishing their own trade in carpet-making. As stated earlier, most of the trainees under carpet-making programme were minors and as such were not entitled for post-training facilities like loan and subsidy from different agencies. The post-training facilities were lacking not only in the trade of carpet-making but in other trades also. In the absence of post-training services the rural youths were not in a position to start their own trade with a result that the limited knowledge the youths had required from this training programme could not be of any use to them. Thus, the TRYSEM scheme was sandwiched between the inadequacies of the training programme and the post-training facilities.

In the absence of separate administrative organisation, adequate infrastructural facilities, better coordination between different agencies, interest among trainees, and post-training facilities the fate of TRYSEM scheme seemed to be hanging in balance. Under the policy framework of rural industrialisation, no doubt attempts had been made to eradicate poverty and provide gainful self-employment to rural youths after imparting training and technical know-how of trade but due to the drawbacks in implementation, these goals have not been achieved so far neither there is any possibility of achieving the goal in the near future if the corrective steps are not taken in time.

SUGGESTIONS

On the basis of our field observations, we suggest steps to be taken for an effective implementation of the scheme.

For the successful implementation of training programmes in rural areas, a separate administrative cell for TRYSEM scheme should be established. This new cell should consist of project officer (PO), assistant project officer (APO), extension officer (EO) and field-workers along with a separate account officer and other staffs.

A comprehensive action plan should be prepared on the basis of guidelines supplied by the ministry. The guidelines on TRYSEM scheme should be prepared in local languages and circulated among all agencies, community leaders and beneficiaries. Training should be imparted on scientific lines on the basis of instructions mentioned in the guidelines.

Training programmes likely to be started should have prior approval of the district authorities and the training institutions should be located in the vicinity of the block office in order to have a proper supervision by concerned officials and members of the panchayat samiti.

The most important aspect of the training programme is the identification of beneficiaries in various trades and activities where there is considerable scope of gainful self-employment. The present identification committees set up at village level were totally ineffective. It is, therefore, required that concurrent monitoring must be made to find out the reasons which prevent the needy youths from taking up training courses. For the success of the programme, it is, therefore, desirable that before starting the training courses identification work of beneficiaries under TRYSEM scheme is completed on a particular and fixed date.

The ongoing scheme of TRYSEM should be extended from village to village for which cluster approach is highly required. The villages falling under one vicinity should be put in one cluster and for every cluster there should be one training centre, cluster approach will also help in the selection of trade in which training is to be imparted in that particular area depending on the usefulness

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of the trade. Sufficient infrastructural facilities be provided to training centres. Keeping in view the viability of training centres, the number of trainees be increased from time to time.

Base line survey should be conducted in order to identify the beneficiaries to be taken up under the programme. In absence of this survey some method should be improvised to select the beneficiaries.

It is also suggested that some sort of aptitude test may be undertaken and it should not be difficult for any vocational institute to evolve a simple test suited to the group.

The process of locating the weaker sections and those who would like to take up ISB avocations could be done in the preparation of the block plan. The selection of courses has to be attended to more intensively.

The identification of opportunities should not be repetitive in nature but should be diversified. At present only a few trades and services activities are selected in training which are repeated every year. The large turnover of trainees in a particular trade may not leave impact on efficiency and employment opportunity of the programme in the long run.

Proper assessment of the area and the aptitude of the trainees should be taken into account so that matching of opportunities with beneficiaries may yield some profitable result.

Government should ensure that the training institutions provided necessary equipment and tools during the training.

Stipend should be increased so that there may not be hardship for a labourer to attend the training instead of earning his daily wages.

After the technical training the trainees should have opportunity to work as apprentices in workshops to gain experience.

Generally, artisans lacked entrepreneurial skills. The training of master-craftsmen in different trades and particularly in new trades should have been started as the prerequisite to training programme in remote rural areas. Mobile units should be provided to train more people. It is suggested that in such areas it would be better to train the

whole family who could help themselves in setting up a unit in their surrounding.

Extension officers should be posted in each block and regular workshops to reorient the extension workers may be held from time to time to impart the latest know-how.

There should be some provision for filling in of bonds both for trainees and trainers. In case they leave the training in between, they should be asked to refund the expenses incurred on them.

The selection of training institutions should be such that they create an awareness amongst the trainees to take out their living and contribute to the local economy. The post-training measures should be taken up by developmental agencies in a big way.

To make the programme more realistic suitable project profiles should be kept ready by the DIC for the use of TRYSEM beneficiaries. These projects should be based on local resources and local needs.

Various provisions relating to the subsidy, financial assistance from bank, etc., should become a part of training curriculum irrespective of the trade. The composite loan scheme should be fully utilised for financing the projects, and the beneficiaries cannot produce security. The margin money scheme can also be operated through DIC. The banks must be involved in identification of beneficiaries.

Though the DICs have functional managers in the fields of credit, raw materials, machinery and equipment, it appears there is no specific staff member to supervise TRYSEM programme in the DIC. It is suggested that there should be a staff member of the rank of functional manager who should supervise the entire programme from the angle of industrial extension for rural areas. Unfortunately, the focus of the TRYSEM programme has been on training with the result that pre-training and post-training aspects have been neglected. It is desirable that while training programme is going on, there should be some mechanism to chalk out the follow up action to enable the beneficiaries to set their own establishment. All the enquiries about the choice of machinery, etc., should be completed and negotiations with manufacturers held to supply the

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machinery without any delay. Marketing operation for the goods produced should also be tied up by establishing at least one rural marketing and service centre (RMSC) in each block.

It is also suggested that some commodity cooperative society may be set up, where all these aspects of the enterprises are linked to one another through the society which has the talent and means to organise inputs and market outputs. The TRYSEM training can be linked with these commodity cooperatives.

Group Secretary (VLW) and community leaders should take responsibilities of effective implementation of TRYSEM scheme and they should be suitably rewarded by giving certificates of excellence. The certificates of excellence to the VLWs and community leaders be given at a well-organised function attended by officials, community leaders and the public.

Training programme should be linked up with post-training facilities. The development agencies connected with TRYSEM should take care of the supply of raw material, loan, credit and subsidy to the beneficiaries regularly and timely.

At present administrative communication is lacking under TRYSEM scheme. Therefore, communication system at different levels should effectively be maintained and should be simplified at the block level. There is a great need of horizontal and vertical coordination among different levels of development administration.

The participation of people in the planning, implementation and evaluation of TRYSEM scheme should be made effective in the light of integrated rural development.

Sharing of benefit is the essential element that was left out in conventional growth oriented development strategies by assuming that the benefits of development would percolate to the majority. Since people's participation in benefit sharing means equitably sharing of the benefits of development, it may be looked up as the heart of the new development strategy. Voluntary and active participation is possible only if people benefit from such participation. Often people do not see the benefit directly and hence lose interest in

programmes and projects. They would identify programmes as theirs only if they share the benefits of these programme.

The crux of the problem of people's participation in general, therefore, is to find viable institutions and techniques for ensuring equitable sharing of benefits of development by the poor themselves.

Our past experience suggests that in an unequal society like ours, a minority of rich and powerful groups have shared the large proportion of benefits and the majority of the society, *i.e.*, weaker section has always been deprived. Actually what happens that the poor individually dare not speak out for their rights and privileges and remain simply silent spectators in development process. Therefore, only through mass mobilisation people's participation, which implies effective participation of the majority is possible.

However, mobilisation of people's participation is not an easy task. In the face of their sad experience and economic hardships and social limitations, the poor are often sceptical of and apathetic to any new proposals and measures ostensibly designed to improve their lot. On the other hand, there is risk of the rich and privileged being opposed to any efforts that are likely to threaten their power and prestige in the village community. Hence mobilisation should be done tactfully and gradually in the initial stages to give confidence to the poor so that possibilities of support from other sections of the community shall be forthcoming and would forestall strong opposition by traditionally powerful groups in the village.

Apart from organisation, management and implementation of the programme, what is more important is the change in the traditional outlook of rural elite towards rural poor. Rural elites and community leaders are required to play vital role in creating a conducive atmosphere in the village society.

In order to percolate the benefits of TRYSEM scheme upto the poorest of the poor, there is a great need for the establishment of a separate agency which could provide market facilities in rural areas. Thus the future of rural industrialisation depends upon the control and mobilisation of the human resources and channelising it towards

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economic independence of rural India. For this, the new advanced technology should be directed in rural areas and human resources should be fully utilised. ☐

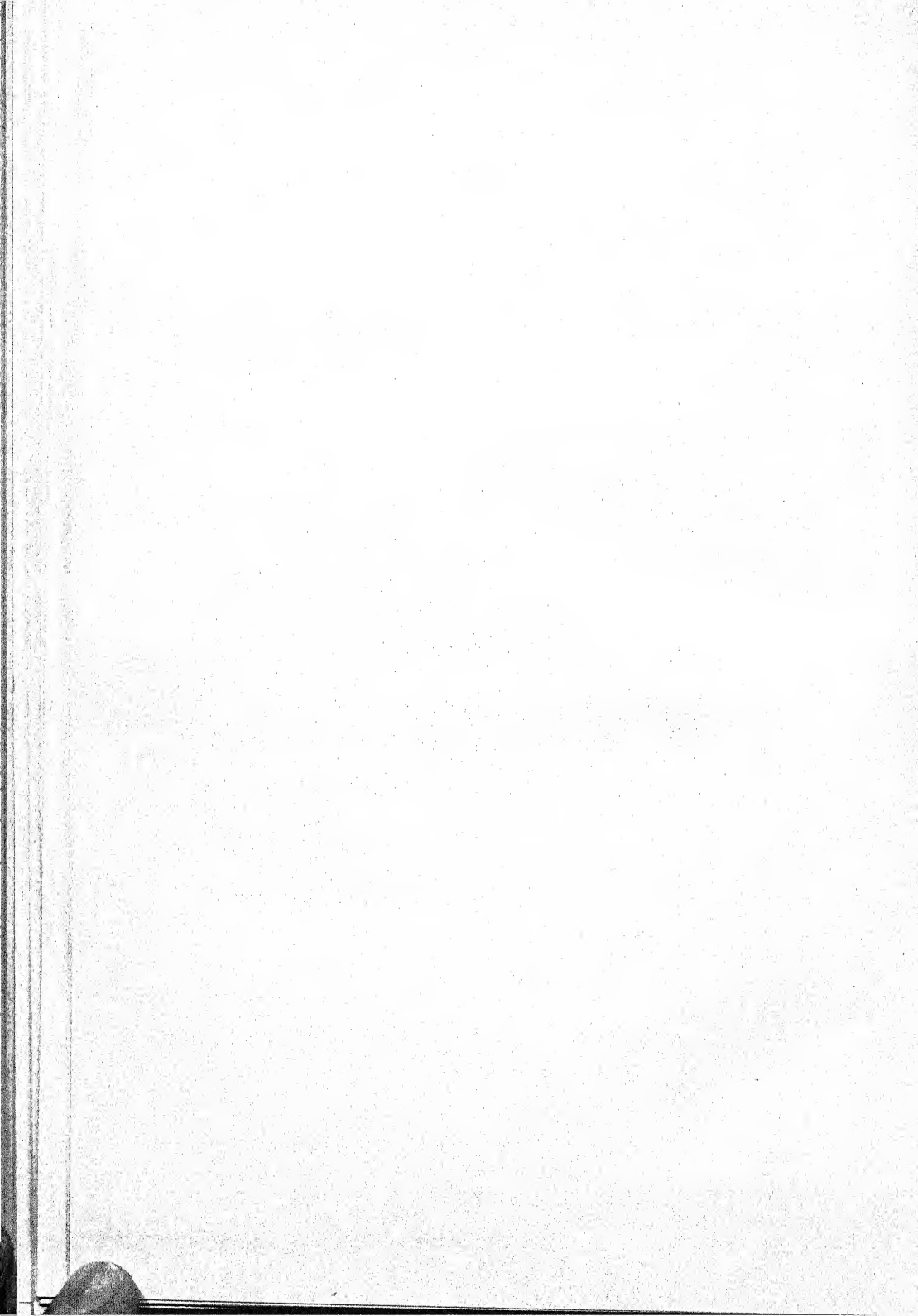
APPENDICES

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Appendix I

PROGRESS OF ACHIEVEMENT UNDER TRYSEM

States	1979-80		1980-81		
	Trained	Self	Trained	Under Training	Self Employed
1. Andhra Pradesh	892	134	10,800	6,749	3,843
2. Assam	134	Nil	562	1,960	109
3. Bihar	506	238	1,575	3,747	158
4. Gujarat	40	—	10,610	10,870	—
5. Haryana	1,562	232	4,066	32	1,928
6. Himachal Pradesh	—	—	767	2,148	367
7. Jammu & Kashmir	Not Implemented during 1979-80				
8. Karnataka	2,306	1,163	2,873	2,101	1,475
9. Kerala	165	98	1,287	—	263
10. Madhya Pradesh	339	41	8,626	10,326	1,727
11. Maharashtra	1,202	—	1,188	4,476	—
12. Manipur	75	45	70	30	34
13. Meghalaya	Nil	Nil	Nil	Nil	Nil
14. Nagaland	61	—	—	105	—
15. Orissa	258	—	1,126	2,070	585
16. Punjab	16	16	2,001	5,418	1,323
17. Rajasthan	—	—	9,491	9,651	2,828
18. Sikkim	25	—	—	—	—
19. Tamil Nadu	17,500	9,334	16,297	3,597	9,555
20. Tripura	530	—	1,409	2,300	—
21. Uttar Pradesh	17,638	1,052	29,619	17,626	6,575
22. West Bengal	—	—	396	527	200
Union Territories					
23. A. & N. Islands	9	—	20	25	—
24. Arunachal Pradesh	—	—	16	—	—
25. Chandigarh	—	—	31	40	—
26. D. & N. Haveli	Not Implemented				
27. Delhi	66	5	185	48	58
28. G.D. & Diu	—	—	83	1,515	47
29. Lakshadweep	Not Implemented during 1979-80				
30. Mizoram	Not Implemented				
31. Pondicherry	188	30	26	—	—
All-India	43,572	12,565	1,03,124	85,361	31,295

SOURCE : Ministry of Rural Re-construction, Government of India, New Delhi.

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Appendix II

REVISED RATES OF STIPEND

(a) Stipend to trainee

- (i) Stipend up to Rs. 100 per trainee per month.
- (ii) In case the training is conducted in the village of the trainee, the rate of stipend shall be up to Rs. 50 both in case of institutions as well as master-craftsmen.
- (iii) In case the training is held outside the trainee's village and the accommodation is not provided to him by the training institution/master craftsmen free of cost, the rate of stipend shall be up to Rs. 125 per month. In such cases, the rate of daily stipend for courses of duration less than of a month shall be up to Rs. 4 as at present.
- (b) Training expenses up to Rs. 50 per trainee per month to be given to the trainer.
- (c) A reward of Rs. 50 per trainee per course, only in the case of individual master craftsmen trainers
- (d) A sum of Rs. 25 per trainee per month for raw material subject to maximum limit of Rs. Rs. 200 per trainee.
- (e) A tool kit is to be provided to the trainees costing not more than Rs. 250 per trainee.

SOURCE : As in Appendix I,

Appendix III

**STATEMENT SHOWING THE AMOUNT RELEASED
(CENTRAL SHARE) TO THE STATES/UNION
TERRITORIES AND CENTRAL INSTITUTIONS FOR
INFRASTRUCTURE ASSISTANCE UNDER TRYSEM
DURING 1979-80, 1980-81 AND 1981-82
(UP TO SEPTEMBER, 1982)**

(Rs. in lakhs)

	1979-80	1980-81	1981-82	Total
I. State/Union Territory				
1. Andhra Pradesh	22.61	3.86	1.26	27.73
2. Bihar	—	0.20	—	0.20
3. Gujarat	—	7.69	—	7.69
4. Himachal Pradesh	—	1.02	—	1.02
5. Karnataka	1.21	3.22	—	4.43
6. Kerala	—	1.25	—	1.25
7. Madhya Pradesh	—	0.87	—	0.87
8. Punjab	0.12	1.88	—	2.00
9. Rajasthan	—	4.63	—	4.63
10. Tamil Nadu	—	6.71	—	6.71
11. Uttar Pradesh	—	11.54	—	11.54
12. Arunachal Pradesh	—	2.38	—	2.38
13. Mizoram	—	0.09	—	0.09
14. Pondicherry	—	0.80	—	0.90
TOTAL (I)	23.94	46.14	1.26	71.34
II. Central Institutions				
1. KVIC, Bombay	112.37	—	6.22	118.54
2. KVK, Sultanpur (U.P.)	2.22	2.22	—	4.44
3. All India Coordinated Research Project for Dry Land Agri. Tech- nology, Hyderabad	0.25	—	—	0.25
TOTAL (II)	114.84	2.22	6.22	123.28
TOTAL I and II	138.78	48.36	7.48	194.62

SOURCE : As in Appendix I.

Appendix IV

**STATEMENT SHOWING AMOUNT RELEASED
UNDER TRYSEM FOR NON-IRD AREAS TO THE
STATE GOVERNMENTS/UNION TERRITORIES
DURING 1979-80 AND 1980-81**

(Rs. in lakhs)

<i>Sl. No.</i>	<i>States</i>	<i>Amount released during 1979-80</i>	<i>Amount released during 1980-81</i>
1.	Andhra Pradesh	4.02	—
2.	Assam	1.95	—
3.	Bihar	7.86	—
4.	Gujarat	3.45	—
5.	Haryana	0.90	—
6.	Himachal Pradesh	0.57	3.00
7.	Jammu & Kashmir	0.99	—
8.	Karnataka	2.16	—
9.	Kerala	2.43	—
10.	Madhya Pradesh	7.38	—
11.	Maharashtra	4.89	11.078
12.	Manipur	0.42	—
13.	Meghalaya	0.39	—
14.	Nagaland	0.24	—
15.	Orissa	5.49	—
16.	Punjab	1.38	—
17.	Rajasthan	3.30	—
18.	Sikkim	0.06	—
19.	Tamil Nadu	5.70	—
20.	Tripura	0.27	—
21.	Uttar Pradesh	12.00	—
22.	West Bengal	4.59	—
23.	Andaman & Nicobar Islands	0.18	0.750 (Admn. approval)
24.	Arunachal Pradesh	1.14	—
25.	Delhi	0.12	0.147 (Admn. approval)
26.	Goa, Daman & Diu	0.15	—
27.	Lakshadweep	0.18	—
28.	Mizoram	0.30	—
29.	Pondicherry	0.06	0.030
		72.57	15.005

SOURCE : See Appendix I.

Appendix V

TRADEWISE CLASSIFICATION OF BENEFICIARIES UNDER TRYSEM SCHEME

Name of Trade	Total Benefi- ciaries	Under Total Interviewed				Total Sample (Trained & Trainees)
		Trained	Trng.	Trained	Under Trng.	
Tailoring	53	28	25	1	12	13
Carpet making	16	2	14	3	6	9
Shoe making	9	9	—	4	—	4
Mudda making	3	3	—	2	—	2
Cycle repairing	3	—	3	—	2	2
Block Dholpur	84	42	42	10	20	30
Block Rajakhera						
Carpet Making	39	3	36	3	13	16
TOTAL	123	45	78	13	33	46

SOURCE : District Rural Development Agencies, Bharatpur.

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Appendix VI**LIST OF VILLAGE ARTISANS IN DHOLPUR AND
RAJAKHERA BLOCKS & BHARATPUR DISTRICT
UNDER TRYSEM SCHEME**

<i>Name of Trade</i>	<i>Date of Starting</i>	<i>Date of comple- tion</i>	<i>No. of Train- ees</i>	<i>No. of master craft- man</i>	<i>Duration</i>	<i>Another</i>
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Tailoring Training in Dholpur	17.12.79	16.4.80	13	1	4 months	Completed
Shoe making in Dholpur (First)	17.12.79	16.6.80	3	1	6 "	"
Carpet Making (First)	17.12.79	16.6.80	2	1	6 "	"
Tailoring Training in Dholpur (Second)	26.5.80	25.9.80	15	1	4 "	"
Shoe making in Dholpur (Second)	1.7.80	31.12.80	6	1	6 "	"
Carpet making in Puraini (Second) (Dholpur)	1.10.80	—	5	1	6 "	In pro- gress
Carpet making in Dubra (Second) (Dholpur)	1.10.80	—	3	1	6 "	"
Mudda Training in Dholpur (First)	1.10.80	31.12.80	3	1	3 "	Completed
Tailoring Training in Mania (ladies) (Dholpur)	3.11.80	—	11	1	4 "	In pro- gress
Tailoring Training in Dholpur (Third)	20.11.80	—	14	1	4 "	"
Carpet making in Mania (Second) (Dholpur)	1.11.80	—	6	1	4 "	"
Cycle repairing (Mania) Dholpur	16.2.81	—	3	1	3 "	"
TOTAL				81	11	

(1)	(2)	(3)	(4)	(5)	(6)	(7)
<i>Rajakhera</i>						
Carpet making (First)	July 1980	Dec. 1980	3	1	6 months	Completed
Carpet making (Second)	Sept. 1980		39	9	6 „	In progress
TOTAL			42	10		
GRAND TOTAL			126	22		
(Dholpur & Rajkhera)						

SOURCE : BDO Office, Dholpur and Rajakhera.

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Appendix VII**LIST OF VILLAGES COVERED DURING THE
COURSE STUDY**

<i>Sl. No.</i>	<i>Name of the village</i>	<i>Block</i>
1.	Dholpur	Dholpur
2.	Purnaini	"
3.	Mania	"
4.	Sagarpara	"
5.	Gadarpur	"
6.	Panchgaon	"
7.	Bara	"
8.	Puranichhawani	"
9.	Dariapur	"
10.	Dubati	"
11.	Dara	"
12.	Tangi	"
13.	Basisamant	"
14.	Donali	"
15.	Deokhera	Rajakhera
16.	Singhawlichhoti	"
17.	Nimbara	"
18.	Mimdane	"
19.	Jaitpur	"

SOURCE : BDO Office, Dholpur and Rajakhera.

Appendix VIII

POPULATION

<i>District/Tehsil</i>	<i>Population (Percentage in Brackets)</i>		
	<i>Total</i>	<i>Rural</i>	<i>Urban</i>
Bharatpur District	1,490,206 (100.00)	1,285,111 (100.00)	205,095 (100.00)
1. Kaman Tehsil	148,161 (9.94)	132,407 (10.30)	15,754 (7.68)
2. Nagar Tehsil	97,442 (6.54)	97,442 (7.58)	— —
3. Deeg Tehsil	103,957 (6.97)	81,690 (6.36)	22,267 (10.86)
4. Nadbai Tehsil	90,390 (6.07)	81,601 (6.35)	8,789 (4.29)
5. Bharatpur Tehsil	256,008 (17.18)	186,106 (14.48)	69,902 (34.08)
6. Weir Tehsil	117,060 (7.86)	108,212 (8.42)	8,848 (4.31)
7. Bayana Tehsil	111,884 (7.51)	96,439 (7.51)	15,445 (7.53)
8. Rupbas Tehsil	105,649 (7.09)	105,649 (8.22)	— —
9. Baseri Tehsil	94,828 (6.36)	94,828 (7.38)	— —
10. Bari Tehsil	94,206 (6.32)	74,957 (5.83)	19,249 (9.38)
11. Dholpur Tehsil	200,909 (13.48)	169,044 (13.15)	31,865 (15.54)
12. Rajakhara Tehsil	69,712 (4.68)	56,736 (4.12)	12,976 (6.33)

SOURCE : *District Census Handbook, 1971, Bharatpur.*

Appendix IX**SEX RATIO**

<i>District/Tehsil</i>	<i>Total/ Rural/Urban</i>	<i>Population</i>		
		<i>Males</i>	<i>Females</i>	<i>Sex-ratio</i>
(1)	(2)	(3)	(4)	(5)
Bharatpur District	T	810,026	680,180	840
	R	698,401	586,710	840
	U	111,625	93,470	837
1. Kaman Tehsil	T	78,306	69,855	892
	R	69,926	62,481	894
	U	8,380	7,374	880
2. Nagar Tehsil	T	51,589	45,853	889
	R	51,589	45,853	889
	U	—	—	—
3. Deeg Tehsil	T	55,905	48,052	860
	R	43,899	37,791	861
	U	12,006	10,261	856
4. Nadbai Tehsil	T	48,635	41,755	859
	R	43,849	37,752	861
	U	4,786	4,003	836
5. Bharatpur Tehsil	T	139,453	116,555	836
	R	100,983	85,123	843
	U	38,470	31,432	817
6. Weir Tehsil	T	62,717	54,343	866
	R	58,014	50,198	865
	U	4,703	4,145	881
7. Bayana Tehsil	T	61,559	50,325	818
	R	53,208	43,231	812
	U	8,351	7,094	849
8. Rupbas Tehsil	T	57,303	48,346	844
	R	57,303	48,346	844
	U	—	—	—
9. Baseri Tehsil	T	52,903	41,926	793
	R	52,902	41,926	793
	U	—	—	—
10. Bari Tehsil	T	52,409	41,797	798
	R	41,870	33,087	790
	U	10,539	8,710	826

(1)	(2)	(3)	(4)	(5)
11. Dholpur Tehsil	T	110,812	90,097	813
	R	93,550	75,494	807
	U	17,262	14,603	946
12. Rajakhera Tehsil	T	38,436	31,276	814
	R	31,308	25,428	812
	U	7,128	5,848	820

SOURCE : *District Census Handbook, 1971, Bharatpur.*

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Appendix X**SCHEDULED CASTES AND SCHEDULED TRIBES**

<i>District/Tehsil</i>	<i>Percentage of Scheduled Castes to Total Population</i>			<i>Percentage of Scheduled Tribes to Total Population</i>		
	<i>Total</i>	<i>Rural</i>	<i>Urban</i>	<i>Total</i>	<i>Rural</i>	<i>Urban</i>
	(1)	(2)	(3)	(4)	(5)	(6)
Bharatpur District	20.89	21.14	19.31	2.96	3.34	0.53
1. Kaman Tehsil	12.27	11.81	16.14	0.69	0.37	3.40
2. Nagar Tehsil	17.70	17.70	—	1.87	1.87	—
3. Deeg Tehsil	20.83	19.36	26.24	0.39	0.49	0.03
4. Nadbai Tehsil	23.43	23.34	24.26	2.67	2.80	1.43
5. Bharatpur Tehsil	22.14	23.55	18.41	1.53	2.02	0.23
6. Weir Tehsil	25.57	26.17	18.20	8.57	9.20	0.87
7. Bayana Tehsil	25.80	25.85	25.50	2.68	3.03	0.47
8. Rupbas Tehsil	24.58	24.58	—	1.12	1.12	—
9. Baseri Tehsil	21.27	21.27	—	13.68	13.68	—
10. Bari Tehsil	22.53	23.44	18.98	7.62	9.51	0.23
11. Dholpur Tehsil	18.39	18.92	15.37	0.04	0.01	0.20
12. Rajakhara Tehsil	19.00	19.72	15.88	—	—	0.01

SOURCE : *District Census Handbook*, 1971, Bharatpur.

Appendix XI

SCHEDULED CASTES AND SCHEDULED TRIBES

District/Tehsil	Scheduled Castes Population (Percentage in brackets)			Scheduled Tribes Population (Percentage in brackets)		
	Total	Rural	Urban	Total	Rural	Urban
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Bharatpur District	311,305 (100.00)	271,697 (100.00)	39,608 (100.00)	44,073 (100.00)	42,948 (100.00)	1,089 (100.00)
1. Kaman Tehsil	18,184 (5.84)	15,641 (5.76)	2,543 (6.42)	1,021 (2.32)	485 (1.13)	536 (49.22)
2. Nagar Tehsil	17,250 (5.54)	17,250 (6.35)	— —	1,826 (4.14)	1,826 (4.25)	— —
3. Deeg Tehsil	21,657 (6.96)	15,815 (5.82)	5,842 (14.75)	409 (0.93)	403 (0.94)	6 (0.55)
4. Nadbai Tehsil	21,177 (6.80)	19,045 (7.01)	2,132 (5.38)	2,412 (5.48)	2,286 (5.32)	126 (11.57)
5. Bharatpur Tehsil	56,686 (18.21)	43,819 (16.13)	12,867 (32.49)	3,924 (8.91)	3,763 (8.76)	161 (14.79)
6. Weir Tehsil	29,931 (9.61)	28,321 (10.42)	1,610 (4.06)	10,035 (22.79)	9,958 (23.19)	77 (7.07)
7. Bayana Tehsil	28,869 (9.27)	24,930 (9.17)	3,939 (9.95)	2,996 (6.80)	2,923 (6.81)	73 (6.70)
8. Rupbas Tehsil	25,971 (8.34)	25,971 (9.56)	—	1,186 (2.69)	1,186 (2.76)	—
9. Baseri Tehsil	20,173 (6.48)	20,173 (7.42)	—	12,972 (29.46)	12,972 (30.20)	—
10. Bari Tehsil	21,222 (6.82)	17,568 (6.47)	3,654 (9.23)	7,177 (16.30)	7,132 (16.61)	45 (4.13)

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(1)	(2)	(3)	(4)	(5)	(6)	(7)
11. Dholpur Tehsil	36,938 (11.87)	31,978 (11.77)	4,960 (12.52)	76 (0.17)	12 (0.03)	64 (5.88)
12. Rajakhara Tehsil	13,247 (4.26)	11,186 (4.12)	2,061 (5.20)	3 (0.01)	2 (N)	1 (0.09)

SOURCE : *District Census Handbook*, 1971, Bharatpur.

Appendix XII

LITERACY

District/Tehsil	Total/ Rural-/ Urban	Percentage of Literacy		
		Persons	Males	Females
(1)	(2)	(3)	(4)	(5)
Bharatpur District	T	19.01	29.28	6.79
	R	15.93	26.06	3.87
	U	38.32	46.39	25.09
1. Kaman Tehsil	T	13.56	21.29	4.90
	R	11.24	18.31	3.32
	U	33.10	46.12	18.31
2. Nagar Tehsil	T	15.06	23.90	5.11
	R	15.06	23.90	5.11
	U	—	—	—
3. Deeg Tehsil	T	19.32	30.11	6.76
	R	15.25	25.70	3.11
	U	34.25	46.24	20.21
4. Nadbai Tehsil	T	21.18	34.31	5.88
	R	19.41	32.68	3.99
	U	37.60	49.23	23.71
5. Bharatpur Tehsil	T	23.10	40.96	12.71
	R	20.73	34.54	4.34
	U	47.73	57.81	35.38
6. Weir Tehsil	T	18.16	29.56	5.00
	R	17.13	28.30	4.21
	U	30.78	45.08	14.25
7. Bayana Tehsil	T	18.70	29.40	5.61
	R	15.52	25.71	2.98
	U	38.54	52.89	21.64
8. Rupbas Tehsil	T	20.33	32.75	5.61
	R	20.33	35.75	5.61
	U	—	—	—
9. Baseri Tehsil	T	14.72	22.70	4.66
	R	14.72	22.70	4.66
	U	—	—	—

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(1)	(2)	(3)	(4)	(5)
10. Bari Tehsil	T	14.36	21.79	5.05
	R	11.21	18.41	2.09
	U	26.66	35.22	16.30
11. Dholpur Tehsil	T	17.86	26.79	6.86
	R	13.99	22.64	3.27
	U	38.38	49.32	25.45
12. Rajakhera Tehsil	T	14.86	23.38	4.39
	R	12.89	21.17	2.70
	U	23.44	33.05	11.73

SOURCE : *District Census Handbook*, 1971, Bharatpur.

Appendix XIII **WORKERS POPULATION**

District/Tehsil	Total/ Rural/ Urban	Percentage of Workers			Percentage of Non-Workers		
		Persons	Males	Females	Persons	Males	Females
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Eharatpur District	T	28.87	50.83	2.71	71.13	49.17	97.29
	R	29.37	51.79	2.68	70.63	48.21	97.32
	U	25.70	44.82	2.87	74.30	55.18	97.13
1. Kaman Tehsil	T	28.37	50.74	3.29	71.63	49.26	96.71
	R	28.41	50.99	3.14	71.59	49.01	96.86
	U	28.02	48.72	4.50	71.98	51.28	95.50
2. Nagar Tehsil	T	28.83	51.37	3.47	71.7	48.63	96.53
	R	28.83	51.37	3.47	71.7	48.63	96.53
	U	—	—	—	—	—	—
3. Deeg Tehsil	T	27.23	48.22	2.82	72.77	51.78	97.18
	R	27.79	49.15	2.98	72.21	50.85	97.02
	U	25.19	44.79	2.24	74.81	55.21	96.76
4. Nadbai Tehsil	T	27.27	49.06	1.89	72.73	50.94	98.11
	R	27.37	49.44	1.72	72.63	50.56	98.28
	U	26.34	45.51	3.42	73.66	54.49	96.58
5. Bharatpur Tehsil	T	26.36	46.66	2.07	73.64	53.34	97.93
	R	26.66	47.72	1.67	73.34	52.28	98.33
	U	25.57	43.89	3.14	74.43	56.11	96.86
6. Weir Tehsil	T	29.91	50.57	6.07	70.09	49.43	93.93
	R	30.39	51.08	6.47	69.61	48.92	93.53
	U	20.10	44.33	1.13	75.90	55.67	98.87
7. Bayana Tehsil	T	31.03	52.20	5.04	68.97	47.80	94.96
	R	32.06	53.66	5.47	67.94	46.34	90.53
	U	24.64	43.49	2.44	75.36	56.51	97.56
8. Rupbas Tehsil	T	27.49	49.23	1.73	72.51	50.77	98.27
	R	27.49	49.33	1.73	72.51	50.77	97.27
	U	—	—	—	—	—	—

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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
9. Baseri Tehsil	T	32.25	56.03	2.25	67.75	43.97	97.75
	R	32.25	56.03	2.25	67.75	43.97	97.75
	U	—	—	—	—	—	—
10. Bari Tehsil	T	31.64	55.53	1.69	68.36	40.47	98.31
	R	32.54	57.24	1.29	67.46	42.76	98.71
	U	28.12	48.72	3.19	71.88	51.28	96.81
11. Dholpur Tehsil	T	29.46	52.23	1.45	70.54	47.77	98.55
	R	30.51	54.46	1.20	69.49	45.80	98.80
	U	23.86	41.72	2.75	76.16	58.28	97.25
12. Rajakhhera Tehsil	T	30.49	54.35	1.17	69.61	45.65	98.83
	R	31.21	55.71	1.05	68.79	44.29	98.96
	U	27.35	48.36	1.74	42.65	51.64	98.26

SOURCE : *District Census Handbook*, 1971, Bharatpur.

Appendix XIV

PERCENTAGE DISTRIBUTION OF MALES AND FEMALES WORKERS IN DIFFERENT OCCUPATIONS AND PROFESSIONS

District/Tehsil	Total/ Rural/ Urban	Total Workers		I & II		III		IV		V (a)		V (b)		VI		VII		VIII		IX	
		Males	Females	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)
Bharatpur District	T	100.00	100.00	81.33	77.65	0.73	0.73	0.23	0.28	2.06	3.87	2.34	1.44	1.02	0.47	3.65	1.02	1.55	0.19	7.09	14.35
	R	100.00	100.00	89.40	87.20	0.75	0.82	0.25	0.32	1.65	2.41	0.78	0.58	0.45	0.34	1.61	0.51	0.71	0.06	4.37	7.76
	U	100.00	100.00	23.00	21.71	0.57	0.22	0.04	0.04	5.09	12.43	13.59	6.48	5.13	1.23	18.16	4.02	7.61	0.93	26.81	52.94
Kaman Tehsil	T	100.00	100.00	84.82	77.97	8.82	0.26	0.04	0.18	2.14	5.18	1.52	0.70	0.68	0.17	3.19	0.78	0.40	0.09	6.39	14.67
	R	100.00	100.00	90.12	84.07	0.87	0.26	0.05	0.20	1.60	2.54	0.59	0.36	0.23	0.10	1.66	0.46	0.20	—	4.68	12.01
	U	100.00	100.00	38.57	41.87	0.37	0.30	—	—	6.78	20.79	9.63	2.71	4.68	0.60	16.58	2.71	2.16	0.60	21.23	30.42
Nagar Tehsil	T	100.00	100.00	86.11	89.18	1.17	1.20	0.01	—	2.46	0.88	1.30	0.88	0.83	0.50	2.76	0.31	0.36	—	5.00	7.05
	R	100.00	100.00	86.11	89.18	1.17	1.20	0.01	—	2.46	0.88	1.30	0.88	0.83	0.50	2.76	0.31	0.36	—	5.00	7.05
	U	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Deeg Tehsil	T	100.00	100.00	78.99	79.88	0.66	0.29	N	—	3.71	2.65	2.10	1.11	1.82	0.37	4.29	1.99	0.95	0.15	7.48	13.56
	R	100.00	100.00	92.21	91.13	0.53	0.27	N	—	2.10	0.89	0.33	0.35	0.22	0.09	0.86	0.44	0.14	—	3.61	6.83
	U	100.00	100.00	25.94	24.78	1.19	0.43	—	—	10.17	11.31	9.21	4.78	8.27	1.74	18.06	9.57	4.20	0.87	22.96	46.52
Nadbai Tehsil	T	100.00	100.00	84.31	71.95	1.22	4.44	0.02	—	2.08	1.78	1.91	9.90	1.10	0.89	3.29	0.51	0.72	—	5.35	10.53
	R	100.00	100.00	90.05	84.95	1.31	5.37	0.02	—	2.01	2.00	0.46	0.46	0.50	0.31	1.37	0.46	0.22	—	4.06	6.45
	U	100.00	100.00	27.18	10.22	0.23	—	—	—	2.80	0.73	16.39	54.74	7.12	3.65	22.36	0.73	5.79	—	18.13	29.93
Bharatpur Tehsil	T	100.00	100.00	62.86	48.69	0.56	0.95	0.04	—	2.75	9.71	5.83	2.74	1.71	1.54	6.26	1.99	3.86	0.66	16.13	33.72
	R	100.00	100.00	82.85	76.21	0.60	1.47	0.05	—	2.01	3.72	1.20	1.33	0.62	1.62	1.51	0.77	1.37	0.35	9.79	14.53
	U	100.00	100.00	5.81	8.92	0.44	0.20	0.01	—	4.85	18.36	19.07	4.77	4.83	1.42	19.82	3.75	10.95	1.12	34.22	61.46
Weir Tehsil	T	100.00	100.00	86.11	92.96	0.76	0.10	0.30	0.03	2.51	1.28	1.47	0.61	0.79	0.15	2.60	0.42	0.55	—	4.91	4.43
	R	100.00	100.00	88.66	93.60	0.70	0.12	0.32	0.03	4.38	1.20	1.18	0.56	0.51	0.12	2.02	0.43	0.44	—	3.79	3.94
	U	100.00	100.00	49.93	48.94	1.63	—	—	—	4.22	6.38	5.61	4.25	4.75	2.13	10.89	—	2.16	—	20.81	38.30
Bayana Tehsil	T	100.00	100.00	79.58	86.16	1.28	0.63	1.00	1.46	2.29	3.15	1.73	0.47	1.45	0.36	3.75	0.59	3.08	0.12	5.84	7.06
	R	100.00	100.00	87.73	90.78	1.38	0.68	1.11	1.52	2.04	2.58	0.50	0.25	0.63	0.34	1.52	0.38	2.24	0.09	2.85	3.38
	U	100.00	100.00	15.58	23.12	0.50	—	0.05	0.58	4.30	10.98	11.40	3.47	7.90	0.58	21.31	3.47	9.64	0.58	29.29	57.22
Rupbas	T	100.00	100.00	86.95	77.33	0.62	0.60	0.37	0.48	1.57	4.53	1.65	1.55	0.55	0.24	2.83	0.95	1.04	—	4.42	14.32
	R	100.00	100.00	86.95	77.33	0.62	0.60	0.37	0.48	1.57	4.53	1.65	1.55	0.55	0.24	2.83	0.95	1.04	—	4.42	14.32
	U	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Baseri Tehsil	T	100.00	100.00	89.62	88.65	1.18	1.80	0.80	—	0.95	1.70	0.55	0.11	0.53	0.21	2.48	0.53	0.57	—	3.32	7.00
	R	100.00	100.00	89.62	88.65	1.18	1.80	0.80	—	0.95	1.70	0.55	0.11	0.53	0.21	2.48	0.53	0.57	—	3.32	7.00
	U	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Bari Tehsil	T	100.00	100.00	86.66	77.59	0.25	0.28	0.12	—	1.35	3.55	2.11	1.13	0.60	0.43	3.93	1.28	0.82	0.71	4.16	15.03
	R	100.00	100.00	96.83	94.38	0.16	0.23	0.14	—	0.52	1.17	0.14	0.23	0.05	—	0.45	0.24	0.34	0.24	1.37	3.51
	U	100.00	100.00	39.16	51.80	0.64	0.36	—	—	5.24	7.19	11.31	2.52	3.15	1.08	20.22	2.88	3.10	1.44	17.18	32.73
Dholpur Tehsil	T	100.00	100.00	82.52	56.12	0.30	0.23	0.15	0.38	1.54	5.89	2.38	1.38	0.91	0.30	3.27	2.29	2.17	0.46	6.76	32.95
	R	100.00	100.00	92.17	77.18	0.28	0.22	0.14	0.55	1.18	7.72	0.68	0.55	0.44	0.11	1.26	0.88	0.65	0.11	13.20	12.68
	U	100.00	100.00	14.60	8.48	0.47	0.25	0.19	—	4.08	1.74	14.37	3.24	4.18	0.75	17.42	5.49	12.90	1.25	31.79	78.80
Rajakhera Tehsil	T	100.00	100.00	91.19	73.23	0.54	0.27	N	—	0.80	4.92	1.02	1.09	0.62	—	1.87	1.64	0.27	0.27	3.69	14.58
	R	100.00	100.00	96.05	84.85	0.60	0.28	N	—	0.76	3.79	0.15	—	0.10	—	0.46	1.13	0.13	0.38	1.75	9.47
	U	100.00	100.00	96.58	43.14	0.26	—	—	—	1.02	7.84	5.42	3.92	3.25	—	9.02	2.94	0.96	—	13.49	42.16

I. Cultivator. II. Agricultural labourer. III. Mining quarrying livestock, forestry, fishing, hunting and plantations, orchards and allied activities. IV. Household industry. V. Manufacturing other than household industry. VI. Construction. VII. Trade and commerce. VIII. Transport, storage and communication. IX. other services.

SOURCE : Census 1971, Rajasthan, Bharatpur District